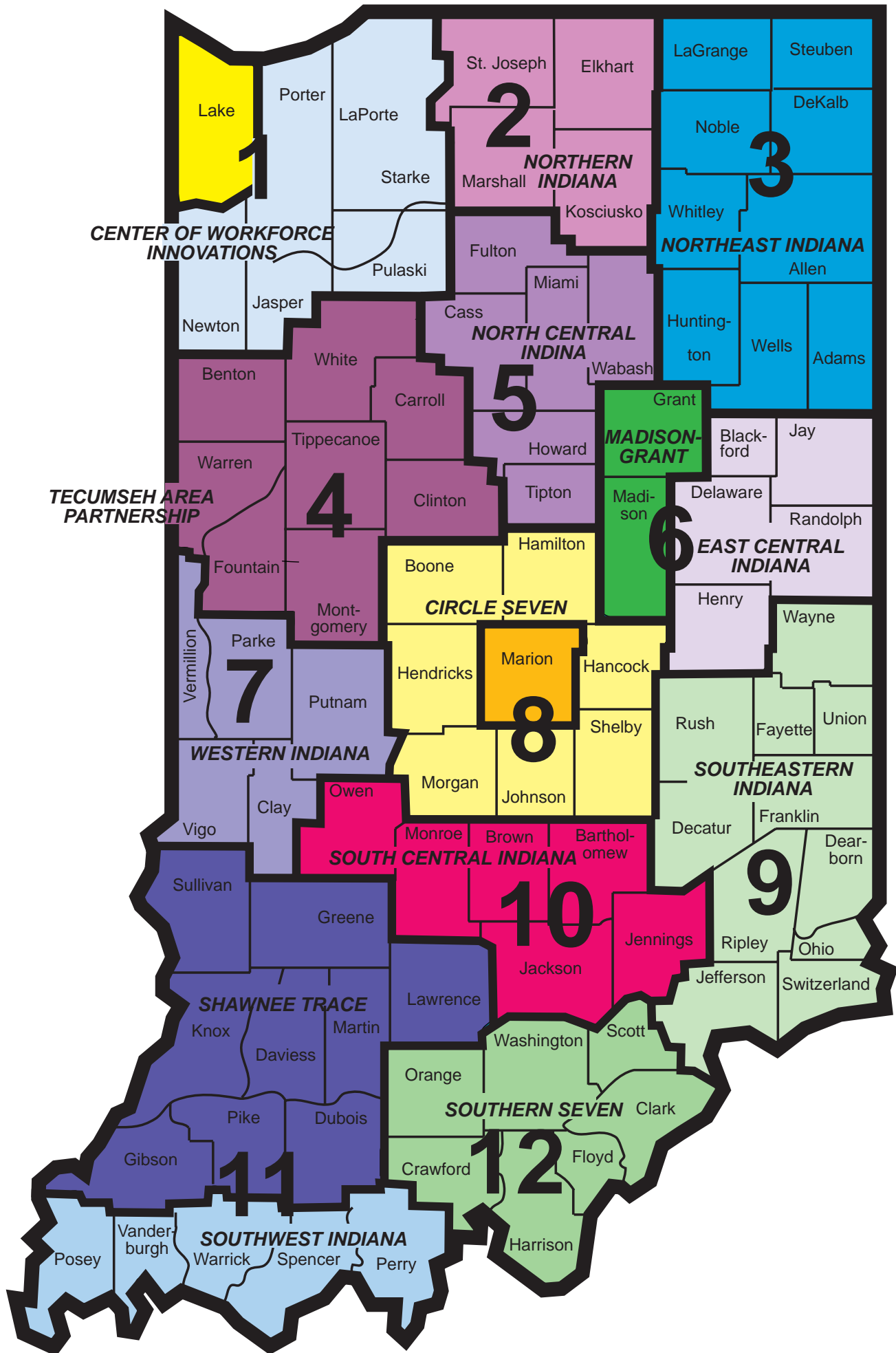


***TRAINING INDIANA'S WORKFORCE***

*2003-2004*





2003-2004  
ANNUAL REPORT

# TRAINING INDIANA'S WORKFORCE

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A Report to the Indiana General Assembly

December 1, 2004  
Alan D. Degner, Commissioner

DEPARTMENT OF WORKFORCE  
DEVELOPMENT

## Acknowledgements

It is with great pleasure that the Indiana Department of Workforce Development (DWD) submits the 2003-2004 Annual Training Report. Training programs in Indiana are developed through a partnership that requires both public and private support. Indiana has been very fortunate to have such sound public and private support since the inception of the Advance Indiana program in 1998. It is this kind of collaboration that makes this year's report possible.

Without the support of the state legislature, DWD's work would not be possible. My deepest appreciation is extended to the members of the Indiana General Assembly, who always show strong commitment to training the Hoosier Workforce. I would also like to extend thanks to our partners, including Ivy Tech State College, Vincennes University, the Indiana Department of Commerce and the 16 Workforce Investment Boards across Indiana, who directly assist in quality training initiatives on a yearly basis. Whether it is recruitment of an employer or administration of a grant at the local level, these organizations are invaluable to the statewide training effort.

Additionally, I would like to extend my gratitude to the Indiana AFL-CIO, United Auto Workers, Indiana Chamber of Commerce and the Indiana Manufacturers Association for their dedicated service to the Incumbent Worker Training Board. These organizations provide essential information on training needs within skilled labor and the business community. The members of the Unemployment Insurance Board also deserve recognition for taking time away from their busy schedules to review and approve quality-training programs.

I would also like to acknowledge the Indiana employers and workers who participated in training programs this year. The participating companies have recognized the need for enhanced skills and have committed their own resources to help develop high-quality training partnerships. Their programs directly benefit Hoosier workers and employers while creating a higher-skilled workforce and a better economy for Indiana.

Finally, I would like to thank the dedicated agency staff who developed and compiled this report. It required many hours devoted to gathering, computing, analyzing and recording data. Their work is invaluable to the DWD and to the state of Indiana.

A handwritten signature in black ink, appearing to read "Alan D. Degner". The signature is fluid and cursive, with a large loop at the end.

Alan D. Degner  
Commissioner  
Department of Workforce Development

# TABLE OF CONTENTS

I.	Introduction.....	1
II.	Advance Indiana.....	4
	Skilled Trade Apprenticeships (STA).....	5
	Workforce Investment Now (WIN).....	5
	Gain Education and Training (GET).....	6
	Regional Skill Alliance (RSA).....	7
	Advance Indiana (ADVI).....	9
	Incumbent Worker Training Fund.....	10
	Closed-Out Advance Indiana Grants.....	12
III.	Building Trades.....	16
IV.	Indiana Plan.....	18
V.	Trade Adjustment Assistance Programs. ....	20
VI.	Workforce Investment Act.....	22

## TABLE OF FIGURES

Chart 1: Comparison of Approved PY 03 and PY 02 Grant Awards.....	2
Chart 2: Total Number of Unemployment Claims, 1999 to October 2004.....	2
Chart 3: PY 03 Active Advance Indiana Program Summary.....	5
Chart 4: Approved Gain Education and Training Grant Activity, 1999-2004.....	6
Chart 5: PY 03 Active Gain Education and Training Grant Summary .....	6
Chart 6: Approved Regional Skill Alliance Grant Activity, 1999-2004.....	7
Chart 7: PY 03 Active Regional Skill Alliance Grant Summary .....	8
Chart 8: PY 03 Active Advance Indiana Grant Summary.....	9
Chart 9: Approved Incumbent Worker Grant Activity, 2002-2004.....	10
Chart 10: PY 03 Incumbent Worker Training Fund (45%) Grant Summary.....	11
Chart 11: PY 03 Incumbent Worker Training Fund (55%) Grant Summary.....	11
Chart 12: Closed-out PY 02 Advance Indiana Grants.....	12
Chart 13: PY 03 Building Trades Summary.....	16
Chart 14: PY 03 Building Trades Demographic Data.....	17
Chart 15: PY 03 Indiana Plan Summary.....	18
Chart 16: PY 03 Indiana Plan Demographic Data.....	18
Chart 17: PY 03 Trade Adjustment Assistance Summary.....	20

## APPENDIX A

Advance Indiana Grant Archive.....	25
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## APPENDIX B

Workforce Investment Act Project Summaries.....	223
---	-----

GLOSSARY OF TERMS.....	243
------------------------	-----

## I. Introduction

As Indiana weathered the long-term effects of the 2001 recession, the Department of Workforce Development (DWD) was on the front lines providing resources to prepare the Hoosier workforce and businesses for the future. In an economic environment that couples the need for workforce development with more traditional economic development tools, DWD's work is becoming even more crucial to the future economic vitality of Indiana.

The *vision* of DWD is for Indiana to have the most qualified high performance workers in the nation and the most user-friendly public-private system that will allow its customers easy access to the resources they need for lifelong learning and training. The Department's *mission* is to ensure lifelong learning that will develop and support a world-class workforce in Indiana.

Providing lifelong learning and training opportunities to Hoosier workers will increase their skill levels to meet the demands of a changing economy and will provide the foundation for a world-class workforce and a stronger economy. With that being said, for the fifth year in a row, the Indiana Department of Workforce Development is pleased to submit its annual training report on the following training programs to Governor Joseph E. Kernan and members of the Indiana General Assembly:

- Advance Indiana
- Incumbent Worker Training Fund
- Building Trades
- Indiana Plan
- Trade Adjustment Assistance
- Workforce Investment Act

The annual training report covers all training activities for the Program Year July 1, 2003, through June 30, 2004 (PY 03). DWD manages numerous state and federally funded programs that provide training to incumbent, dislocated, unemployed and underemployed Hoosier workers. Project descriptions, training providers, and data on credentials earned, wage changes, education levels, and demographic information are included for each program.

Wage changes are included in the annual training report on all individuals who have completed training. Only four training programs (Advance Indiana, Incumbent Worker Training Fund, Building Trades and the Indiana Plan) require employers to submit hourly wages on trainees when they enter and exit training. Wage gains are determined using these wages. However, all other training programs do not collect wage data and must use DWD's Unemployment Insurance (UI) wage database to calculate wage gains.

Earning replacement rates (ERR) and retention rates are calculated on training projects that were closed-out during the previous program year. The ERR and retention rates provide workforce development policy makers with valuable data on the effectiveness of the training programs. Because of the different training funds — some federal and some state — there are differences in how the ERR and retention rates are calculated. The methodology is explained in further detail under each training program. All training programs rely on the UI wage database to calculate ERR and retention rates.

*Chart 1: Comparison of Approved PY 03 and PY 02 Grant Awards* compares the grants approved in PY 03 to PY 02 and shows the percentage of change between them. PY 03 training awards totaled \$65,893,406.75, an increase of 39.90% from the previous year.

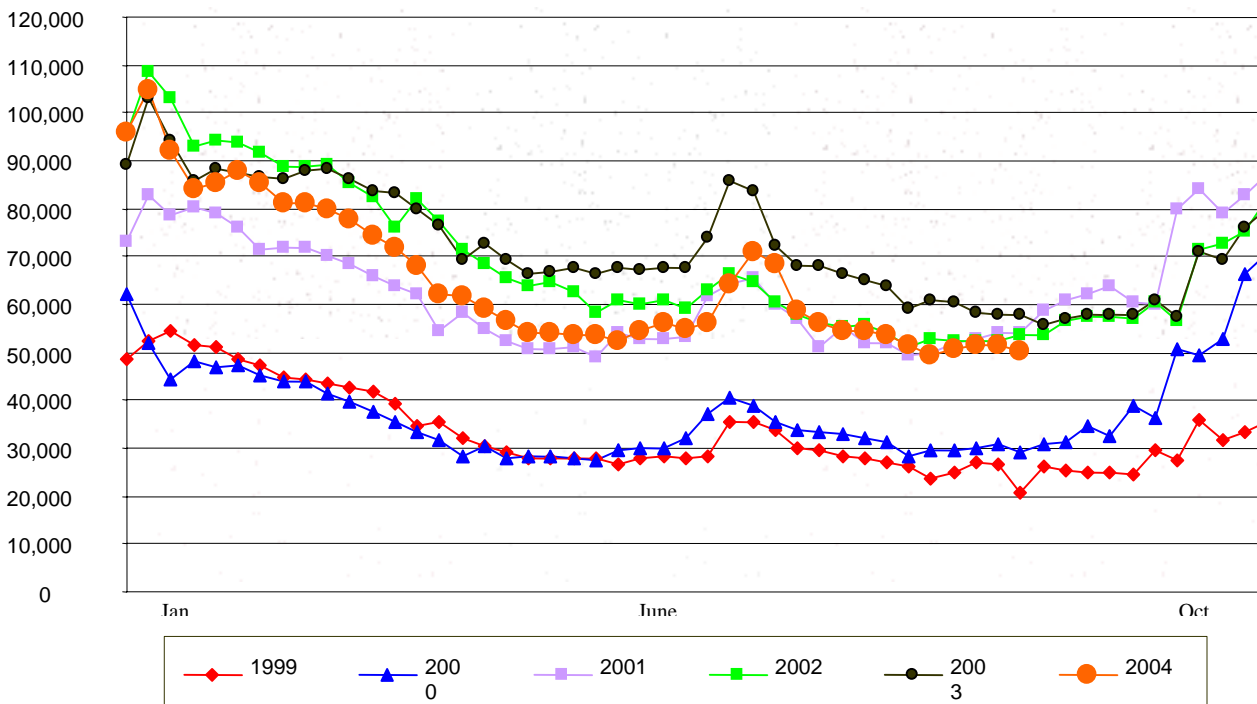
**CHART 1: COMPARISON OF APPROVED PY 03 AND PY 02 GRANT AWARDS**

PROGRAM	PY 03 GRANT AWARDS	PY 02 GRANT AWARDS	DIFFERENCE	PERCENT CHANGE
Advance Indiana	\$1,874,355.93	\$3,122,589.00	-\$1,248,233.07	-39.97%
Incumbent Worker Training Fund	\$16,391,593.82	\$7,212,868.50	\$9,178,725.32	127.25%
Building Trades	\$205,620.00	\$1,075,250.00	-\$869,630.00	-80.88%
Indiana Plan	\$450,000.00	\$450,000.00	\$0.00	0.00%
TAA/NAFTA	\$6,412,352.00	\$5,971,984.00	\$440,368.00	0.07%
Workforce Investment Act	\$40,559,485.00*	\$29,269,158.00	\$11,290,327	38.74%
<b>TOTAL</b>	<b>\$65,893,406.75</b>	<b>\$47,101,849.50</b>	<b>\$18,791,557.25</b>	<b>39.90%</b>

\*The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

Changes in the economy can influence training programs. While training is necessary for incumbent workers to learn new skills, new technology, and new equipment, many times employers will have to cut back or eliminate training to cut costs during a recession and the beginning of a recovery. Using public dollars to prepare dislocated and disadvantaged workers for jobs that are in demand is even more crucial during slow economic times. Since Calendar Year 2000, the number of unemployment claims has climbed each year. During 2004, unemployment claims began tapering off and in October were slightly lower than in the previous three years as noted in *Chart 2: Total Number of Unemployment Claims, 1999 to October 2004*.

**Chart 2: Total Number of Unemployment Claims, 1999 to October 2004**



The effects of the recession, global competition, the rising costs of steel and oil, and the loss of over 60,000 manufacturing jobs has demonstrated the importance of the state's efforts to aggressively diversify Indiana's economy. Passed by strong bipartisan support in 2002, the state's new Energize Indiana economic development plan targeted advanced manufacturing, life sciences, logistics (high-tech distribution) and information technology as holding the most promise for revitalizing the state economy. For this reason, DWD has focused training dollars on industries in these four critical areas and on training individuals for careers in one of these areas during the current program year. This has included training projects with manufacturers and health care facilities as well as working with Indiana's substantial pharmaceutical and bio-medical industries, software development, and high-tech distribution.

DWD collaborates with business and community leaders to identify strong training projects that will benefit the state, region, and local community. Local grass-roots efforts like the tool and die project in Southwest Indiana is an excellent example of this collaboration. Working with the local tool and die shops, the Southwest Indiana Business Development Center and the University of Southern Indiana identified reduction in costs as critical to the competitiveness of the local tool and die industry. The companies agreed that continuous process improvement training would reduce costs and improve efficiency. Terry DeHart, who works at Berry Plastics, praised the training, "Our training has forced us to pick some projects for improvement, and through our training and project work, we were able to identify some problems, analyze viable alternative solutions, and choose the best alternative to solve the problem and enhance our effectiveness and efficiency. By working as a team we have become more organized and customer focused."

Despite increases in unemployment after September 11, 2001 and belt-tightening by many Indiana companies, the state has experienced growth. By June 2004, manufacturing jobs had stabilized and actually recovered almost 10,000 of these lost jobs. In addition, the second quarter of 2004, transportation related manufacturing jobs were at their highest point since the second quarter of 2001.

The Department has also been extremely successful in addressing the needs of the healthcare industry. Like most other states, Indiana suffers from a shortage of Licensed Practical Nurses (LPN), Registered Nurses (RN), Radiology Technicians, Surgical Technicians and other specialized healthcare employees. Newly released data from the Labor Market Information (LMI) unit of DWD projects that Indiana will need 14,210 Registered Nurses and Licensed Practical and Vocational Nurses by 2010 simply to replace those leaving the workforce. In addition, Indiana is expected to create another 15,600 new nursing positions.

To date, DWD has awarded over \$2 million to numerous private health care facilities to train over 1,000 existing workers in health care occupations. Training results include Licensed Practical Nurses, Associate and Bachelor Degrees in Nursing, Nuclear Medical Technicians, and Respiratory Therapists.

In January 2002, the Indianapolis Private Industry Council, the Workforce Investment Board for Marion County, was awarded \$199,747 in training funds to help prepare workers for skilled life science positions at Clarian and St. Francis Hospitals. Students earned certifications and degrees in surgical technology, licensed practical nursing, registered nursing, radiographic technology, or surgical nursing over a two-year period. "To be successful in our effort to promote central Indiana as a world leader in life sciences, we must have plenty of skilled professionals in nursing and other fields," Indianapolis Mayor Bart Peterson said. "This grant will go a long way toward providing better training and education for our much needed life sciences workers." Forty workers enrolled in training and thirty had completed their coursework by June 30, 2004. These workers earned Associate and Bachelor degrees in nursing, surgical technician certifications, and technical certifications in healthcare. IPIC was granted a six-month extension through December 30, 2004, to allow the hospitals and students another semester to complete their training and meet their expected outcomes.

Not only does DWD provide resources for improving the skills of the existing workforce, but they also play a role in the development of the future and potential workforce, as well as providing assistance for dislocated workers. Over the past two years, almost 50,000 workers have been affected by over 230 major dislocation events across the state, and many others have been impacted by smaller layoffs. On the other hand, as the Hoosier economy has continued to improve, the number of dislocations and mass layoffs has continued to decrease. The number of companies that have shifted production out of state or ceased operations has decreased 29.4% and the number of people impacted has dropped 35.9% since last program year (PY 02).



## II. Advance Indiana

The majority of individuals who will be working in the year 2010 are working today, and many do not take advantage of lifelong learning opportunities. To ensure Indiana's competitive position and future economic growth, the Department of Workforce Development (DWD) works diligently to develop and improve the skills of Hoosier workers so they and Indiana businesses can prosper in the years ahead.

Advance Indiana was created to promote lifelong learning and improve the skills of the Indiana workforce by making meaningful training opportunities possible. In 1998, DWD identified and re-directed some of its resources to support Advance Indiana training programs. Since then, the program has grown from \$3.2 to \$18.2 million in PY 03. Advance Indiana is committed to:

- Increasing accessibility to training for Indiana's incumbent workforce;
- Developing transferable skill credentials among the state's workforce; and
- Enhancing the productivity and competitiveness of Indiana businesses.

In previous years, four programs comprised the Advance Indiana umbrella of programs at DWD: *Gain Education & Training (GET)*, *Regional Skill Alliance (RSA)*, *Skilled Trade Apprenticeship (STA)* and *Workforce Investment Now (WIN)*. However, the funding for GET grants reached its sunset on June 30, 2003, and the state workforce development funds utilized for WIN grants were redirected to the general fund in 2002. The RSA training program no longer exists but its regional approach to training was incorporated into the Advance Indiana and Incumbent Worker Training programs.

Today, grants under the Advance Indiana umbrella include:

- Advance Indiana (ADVI)
- Incumbent Worker Training (IWT)
- Skilled Trade Apprenticeship (STA)

Although each Advance Indiana program is unique and is geared toward different segments of the existing workforce, each project must result in a credential recognized by business and industry and prepare individuals for movement onto a career path. Projects may last up to 24 months from the date of the award and the maximum grant amount is typically \$200,000. In addition, each program requires a substantial employer investment that matches or exceeds the grant amount.

Data collection is an integral component of the Advance Indiana program. Grant recipients must report earned credentials, hourly wages, and demographic information to DWD on each trainee. The data are then summarized and incorporated into this annual Training Report. The data are also useful in developing strategies for future training programs. Because companies receive final reimbursement only after documenting skill credentials, data collection becomes essential in the administration of Advance Indiana programs.

The Advance Indiana program training grants are financed through the penalties and interest on delinquent unemployment insurance (UI) taxes as well as incumbent worker training taxes and federal Workforce Investment Act (WIA) funds. The UI Board must approve all training except for those projects using federal dollars.

Training is a win-win situation for both the employer and employee. During PY 03, 196 active Advance Indiana projects helped train 9,017 Hoosier workers. These training grants help Indiana employers prepare their workforce to meet the challenges of changing technology and to maintain their competitive edge in a global economy. In addition, keeping workers current with changing technology will help them keep their place in the labor force. However, should they lose their job, their new skills will help them find new employment more quickly. The following chart, *Chart 3: PY 03 Active Advance Indiana Program Summary*, summarizes all grant activity under the Advance Indiana umbrella.

**Chart 3: PY 03 Active Advance Indiana Program Summary**

ADVANCE INDIANA PROGRAM SUMMARY																									
Types of Grants:		Advance Indiana (ADVI)									Statewide														
		Gain Education and Training (GET)																							
		Incumbent Worker Training Fund (IWT)*																							
		Regional Skill Alliance (RSA)																							
		Workforce Investment Now (WIN)																							
<u>Total Number Active</u>		<u>Start Date</u>		<u>End Date</u>		<u>Amount of Award</u>		<u>Expenditures</u>		<u>Balance</u>															
196		07/01/03		06/30/04		\$20,296,908.56		\$8,460,473.32		\$11,836,435.24															
Number of Trainees								Hourly Wage Change																	
<u>Planned</u>		<u>Enrolled</u>		<u>Completed</u>		----- \$1.13 -----																			
13603		9017		5350																					
Demographics of Trainees																									
Gender				Education																					
<u>Female</u>		<u>Male</u>		<u>Total</u>		<u>Less than 12</u>		<u>Diploma or GED</u>		<u>More than 12</u>		<u>Not Reported</u>		<u>Total</u>											
2122		6895		9017		146		5624		3027		220		9017											
Age																									
<u>16-20</u>		<u>21-25</u>		<u>26-30</u>		<u>31-35</u>		<u>36-40</u>		<u>41-45</u>		<u>46-50</u>		<u>51-55</u>		<u>56-60</u>		<u>61-65</u>		<u>66+</u>		<u>Not Reported</u>		<u>Total</u>	
242		1026		1216		1271		1210		1248		1186		799		456		159		27		117		9017	
Ethnic Background																									
<u>White</u>		<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Hawaiian</u>		<u>American-Indian</u>		<u>Not Reported</u>		<u>Total</u>											
8216		363		233		53		4		26		135		9030											
												*Thirteen people marked more than one ethnicity increasing the number from 9017 to 9030													

\*Amounts in this chart exclude \$4,155,410 IWT funds allotted to Building Trades. For that information, see page 16.

## GRANT PROGRAMS

- Skilled Trades Apprenticeship (STA)*

The Skilled Trades Apprenticeship (STA) training program is the oldest incumbent worker training program under the Advance Indiana umbrella. It is funded from the penalties and interest (P&I) on delinquent UI tax payments. All grants require the approval of the UI Board. These training grants help ensure that Indiana manufacturers have employees who are skilled in industrial trades. Workers must participate in joint labor-management training programs and enroll in a curriculum approved by the Bureau of Apprenticeship and Training (BAT), a division of the United States Department of Labor. Coursework is provided through Ivy Tech State College. There were no STA grants awarded or active during PY 03 since a portion of the Incumbent Worker Training Fund is allocated towards apprenticeship programs using the same guidelines. Since 1999, 76 STA grants were awarded and over \$5,841,433 was committed to train 3,380 apprentices statewide.

- Workforce Investment Now (WIN)*

The Workforce Investment Now (WIN) training program was state funded and targeted to companies with recognized risk factors such as non-seasonal layoffs, reduction in productivity or quality, or loss of a product line. WIN funds are intended to build career pathways and training programs that will meet future workforce needs. Since its inception in 1999, 25 WIN projects received over \$1,735,363 to train 2,941 Hoosier workers.

In February 2002, WIN funds were redirected to the general fund to help offset the state budget crisis. However, since then, three projects have been approved for pilot programs using the WIN funds. Indiana INTERNet, TECH Smart/ Indianapolis Private Industry Council, and Techpoint were each awarded \$200,000 grants to use for pilot programs that were developed to help the Hoosier workforce. More information on these programs can be found in Appendix A.

- Gain Education and Training (GET)

Gain Education and Training (GET) grants were made possible through legislation that allowed DWD to use up to \$6.5 million from the P&I fund. These funds were made available on July 1, 1999, and reached its sunset on June 30, 2003. GET grants are aimed at businesses that develop innovative training programs for their workforce. Eligible applicants could receive up to \$200,000 in GET funds during a two-year period. GET funds could be used for training only, not for administrative costs. All training projects required the approval of the Unemployment Insurance Board. Training activities must result in an industry-recognized credential, such as an apprenticeship, Certificate of Technical Achievement (CTA) or college degree. Time-on-the-clock was encouraged as a share of matching funds. *Chart 4: Approved Gain Education and Training Grant Activity, 1999-2004*, summarizes the number of projects, amount of awards, and number of planned trainees since the program began in 1999.

**Chart 4: Approved Gain Education and Training Grant Activity, 1999-2004**

PROGRAM YEAR	PROJECTS	AWARD	TRAINEES
1999-2000	18	\$2,602,446	4807
2000-2001	21	\$1,632,374	1585
2001-2002	13	\$1,157,626	1344
2002-2003	13	\$1,335,736	1676
2003-2004	2	\$342,900	260
<b>TOTAL</b>	<b>67</b>	<b>\$7,071,082</b>	<b>9672</b>

Two projects were approved during program year PY 03 that utilized \$342,900 to train 260 workers. Over the course of PY 03, 27 GET grants were still active representing a \$2,623,761 commitment to provide innovative training to 2,381 Hoosier workers. On average, workers who completed their training and received a credential earned an additional \$1.04 per hour. *Chart 5: PY 03 Active Gain Education and Training Grant Summary* documents this information in detail.

**Chart 5: PY 03 Active Gain Education and Training Grant Summary**

GAIN EDUCATION AND TRAINING (GET) GRANT SUMMARY												
<u>Total Number Active</u>		<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>						
27		7/1/03	6/30/04	\$2,623,761.00	\$874,860.50	\$1,748,900.50						
Number of Trainees					Hourly Wage Change							
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$1.04									
2381	1828	1149										
Demographics of Trainees												
Gender				Education								
<u>Female</u>	<u>Male</u>	<u>Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>			<u>More than 12</u>		<u>Not Reported</u>		<u>Total</u>	
478	1350	1828	23	1615			189		1		1828	
Age												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
24	178	258	304	325	270	194	134	89	27	8	17	1828
Ethnic Background												
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>American-Indian</u>			<u>Not Reported</u>			<u>Total</u>	
1681	58	78	6	1	3			2			1829	
*Two people marked more than one ethnicity thereby increasing the total number from 1828 to 1829												

One example of a company's dedication to increasing the skill levels of its employees is Whitney Tool Company, Inc. in Bedford. The company was awarded a \$32,200 GET training grant to help 22 of its employees obtain CTAs in Advanced Manufacturing. Whitney expected the training to produce a higher-skilled workforce and an increase in productivity, quality and competitiveness. The training program enabled Whitney to earn a 2004 American Eagle Award from the Industrial Supply Manufacturer's Association. The American Eagle Award recognized Whitney's commitment to promoting the free enterprise system through employee education.

Whitney's General Manager Robert O'Callaghan commented on the program saying, "Knowing what I know now, I would absolutely do it again the way we did it. It's a slam-dunk! I believe that if people know more about their jobs, they gain a better understanding of the overall picture, and that makes people even more effective in their own jobs".

- *Regional Skill Alliance (RSA)*

The Regional Skill Alliance (RSA) training program was introduced in October 1999 when DWD set aside \$1 million each year in federal Workforce Investment Act (WIA) funds. Thirty-eight projects and over five million dollars helped train 2,931 workers. The specific objectives of the RSA training program were:

- (1) Involve workforce investment boards (WIB) in incumbent worker training;
- (2) Collaborate with small to medium-sized firms to coordinate training activities and build training alliances; and
- (3) Focus on regional training needs.

Five new projects were approved in 2003, which was the last year that this program was available. A summary of the number of RSA projects, trainees and amount of awards is listed in *Chart 6: Approved Regional Skill Alliance Grant Activity, 1999-2004*.

**Chart 6: Approved Regional Skill Alliance Grant Activity, 1999-2004**

PROGRAM YEAR	PROJECTS	AWARD	TRAINEES
1999-2000	2	\$405,882.00	152
2000-2001	7	\$1,326,251.00	1327
2001-2002	7	\$802,343.00	349
2002-2003	17	\$1,786,853.00	764
2003-2004	5	\$698,187.93	322
<b>TOTAL</b>	<b>38</b>	<b>\$5,019,516.93</b>	<b>2914</b>

During PY 03, 27 RSA grants remained active, which represented an overall commitment of \$3,285,778.71 that assisted with training 1,422 workers throughout the state. By the end of 2003, 558 workers had completed training and were averaging an additional \$3.25 per hour. Examples of their credentials include apprenticeships, Associate Degrees, Bachelor Degrees, CISCO certifications, CTAs, and various types of other customized certifications. *Chart 7: PY 03 Active Regional Skill Alliance Grant Summary* documents this information in more detail.

**Chart 7: PY 03 Active Regional Skill Alliance Grant Summary**

REGIONAL SKILL ALLIANCE (RSA) GRANT SUMMARY												
<u>Total Number Active</u>		<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>						
27		7/1/03	6/30/04	\$3,285,778.71	\$1,708,150.12	\$1,577,628.59						
<u>Number of Trainees</u>					<u>Hourly Wage Change</u>							
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>			\$3.25							
1422	1400	558										
Demographics of Trainees												
<u>Gender</u>				<u>Education</u>								
<u>Female</u>	<u>Male</u>	<u>Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>			<u>More than 12</u>		<u>Not Reported</u>		<u>Total</u>	
877	523	1400	27	658			713		2		1400	
<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
79	282	203	210	179	191	132	85	27	5	2	5	1400
<u>Ethnic Background</u>												
<u>White</u>	<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>	<u>Hawaiian</u>	<u>American-Indian</u>			<u>Not Reported</u>		<u>Total</u>
1295	76		20		7	1	2			1		1402
*Two people marked more than one ethnicity thereby increasing the total number from 1400 to 1402												

The RSA program was an excellent example of government, business, labor organizations, education, and local communities pulling together to address shortages in high-skill occupations and skilled trades. One successful RSA grant is the Southwest Indiana Workforce Investment board. It was awarded \$67,500 over two years to help area electricians earn Building Industry Consulting Services International (BICSI) certificates. The Evansville Joint Apprenticeship Training Committee contributed an additional \$65,584 to the training project. BICSI offers various courses in all phases of telecommunications distribution, design and installation. An electrician with a BICSI certification is in great demand, as more and more companies require this certification for projects. In the first year of this project, 37 electricians earned certifications, and by the end of the grant, 82 electricians had earned 96 various levels of BICSI certifications.

The Center of Workforce Innovations, Inc. \$88,315 RSA training grant has also been very successful to date. This partnership has had a positive impact on the workforce and the Starke County community with 19 graduates already receiving a Certificate in Organizational Leadership and Supervision and 15 credit hours towards an Associate Degree from Purdue University North Central. More students are expected to complete before the grant's end date. Partners include: DWD, Purdue North Central, Ancilla College, SCILL Center located in Starke County, The Center for Workforce Innovations, Starke County Development Foundation, Starke County Economic Development Corporation, MPI Indiana Fineblanking Co., Stelrema Corporation, J.W.Hicks, Inc., and Norton Packaging, and Barber & Ross/Knox Rockwell Plant. Due to the success of this grant, the Department of Workforce Development just received the Partnership Excellence Award on our efforts with the Starke County Regional Skill Alliance. This award recognized a partnership or collaborative effort between employers, community or faith-based organizations, educators, and economic developers.

Jerry Fletcher, a student in the Starke County Regional Skill Alliance Associate Degree Program stated, "I said to myself, this is college, this is the beginning of a new adventure, a new future. I was given an opportunity to take hold of my life and change it for the better. Where the light was dim and dark, it now shines bright - thanks to CWI and the partners of the Regional Skill Alliance".

The RSA program ended in 2003 and the federal dollars from this program were redirected to the new Advance Indiana training grant.

- *Advance Indiana (ADVI)*

Created in 2003, the Advance Indiana Grant (ADVI) is designed to provide financial assistance to companies and organizations committed to expanding the skills of their existing workers through training programs that result in industry-recognized credentials. The ADVI program was created in response to Energize Indiana, the state's long-term economic development plan, and focuses on four targeted high-skill industry clusters- advanced manufacturing, life sciences, information technology, and high-tech distribution.

QuikCut, Inc., a small steel processing company located in Fort Wayne, provides a great example of how ADVI funds have helped businesses and their workers. The company was awarded a \$12,000 ADVI grant to train three of its workers to receive Certificates of Technical Achievement in Advanced Manufacturing. All three employees successfully completed the program and were trained in data communication, optical path alignment, calibration of stand off distance and focal distance, Fanuc control, laser-cutting techniques, and advanced programming. The training not only benefited the employees, but also enabled QuickCut to produce a wide range of parts more efficiently and competitively.

During PY 03, eight ADVI grants were approved totaling \$633,268.00 to help 378 Hoosier workers obtain training and earn a credential. *Chart 8: PY 03 Active Advance Indiana Grant Summary* documents this information in detail.

**Chart 8: PY 03 Active Advance Indiana Grant Summary**

ADVANCE INDIANA (ADVI) GRANT SUMMARY												
<u>Total Number Active</u>			<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>			<u>Expenditures</u>		<u>Balance</u>		
8			7/1/03	6/30/04	\$633,268.00			\$170,940.65		\$462,327.35		
Number of Trainees						Hourly Wage Change						
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	----- \$0.00 -----									
378	252	60										
Demographics of Trainees												
Gender				Education								
<u>Female</u>	<u>Male</u>	<u>Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>			<u>More than 12</u>			<u>Not Reported</u>	<u>Total</u>	
69	183	252	1	76			175			0	252	
Age												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
4	25	31	42	41	47	27	17	11	6	0	1	252
Ethnic Background												
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>		<u>Asian</u>	<u>Hawaiian</u>	<u>American-Indian</u>			<u>Not Reported</u>		<u>Total</u>	
245	5	1		1	0	0			0		252	

- *Incumbent Worker Training Fund*

During the 2001 General Assembly, state legislators passed House Bill 1962, which established the Incumbent Worker Training Fund (IWTF) through a .09 percent assessment of annual taxable wages. The assessment was offset by a 0.1 percent decrease in Unemployment Insurance (UI) taxes. Legislation requires that representatives from the Indiana Chamber of Commerce, the Indiana Manufacturers Association, the Indiana State AFL-CIO and United Auto Workers comprise a board to establish guidelines for managing the fund and for recommending IWTF training projects to the UI Board. The UI Board has final approval on training grants.

The legislation also required that fifty-five percent of the funds must go to Ivy Tech State College to support its industrial and building trades programs. The remaining 45% is for other incumbent worker training programs.

The legislation serves five purposes:

- To improve manufacturing productivity levels in Indiana.
- To enable firms to become competitive by making workers more productive through training.
- To create a competitive economy by creating and retaining jobs.
- To encourage increased training necessary due to an aging workforce.
- To avoid potential payment of unemployment compensation by providing workers with enhanced job skills.

When the IWTF Board originally convened, its members established the eligibility requirements for the grant program. They concluded that all Indiana businesses are eligible to apply, but applicants within high-skill, high-demand occupations are preferred. Training must result in clear career paths, wage-gains and portable skills that are recognized and able to be carried with employees throughout their career. The IWTF will not reimburse any applicant for training that occurred prior to an approved contract. Grant funding is limited and applicants will be judged on a competitive basis. All applicants must show an overall benefit to the economy.

During PY 03, \$17,329,998.83 was collected from the incumbent worker training assessment. Of that amount, \$12,236,183.82 was obligated to fund 122 IWTF projects that would train 8,523 incumbent workers. Thirty-four IWTF grants were awarded to companies that fell under the guidelines of the 55% side of the fund, and 88 were awarded from the 45% side. *Chart 9: Approved Incumbent Worker Grant Activity, 2002-2004.*

**Chart 9: Approved Incumbent Worker Grant Activity, 2002-2004**

PROGRAM YEAR	PROJECTS	AWARD	TRAINEES
2002-2003	59	\$7,212,868.35	6,765
2003-2004	122	\$12,236,183.82	8,523
<b>TOTAL</b>	<b>181</b>	<b>\$19,449,052.17</b>	<b>15,288</b>

There were 131 active IWT project during PY 03 representing a \$13,154,100.85 commitment to provide training to 9,214 Hoosier workers. *Chart 10: PY 03 Incumbent Worker Training Fund (45%) Grant Summary* and *Chart 11: PY 03 Incumbent Worker Training Fund (55%) Grant Summary* documents this information in more detail.

**Chart 10: PY 03 Incumbent Worker Training Fund (45%) Grant Summary**

INCUMBENT WORKER TRAINING GRANT (45%) SUMMARY												
<u>Total Number Active</u>		<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>			<u>Expenditures</u>		<u>Balance</u>			
96		7/1/03	6/30/04	\$8,748,056.42			\$2,411,533.75		\$6,336,522.67			
Number of Trainees							Hourly Wage Change					
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		-----								
6819	3888	2022		\$0.48								
Demographics of Trainees												
Gender				Education								
<u>Female</u>	<u>Male</u>	<u>Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>			<u>More than 12</u>		<u>Not Reported</u>		<u>Total</u>	
575	3313	3888	79	2260			1349		200		3888	
Age												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
132	503	608	517	459	491	499	318	157	55	6	143	3888
Ethnic Background												
<u>White</u>	<u>African-American</u>		<u>Hispanic</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>American-Indian</u>			<u>Not Reported</u>		<u>Total</u>	
3467	144		114	30	2	15			126		3898	
*Ten people marked more than one ethnicity thereby increasing the total number from 3888 to 3898												

**Chart 11: PY 03 Incumbent Worker Training Fund (55%) Grant Summary**

INCUMBENT WORKER TRAINING GRANT (55%) SUMMARY													
<u>Total Number Active</u>		<u>Start Date</u>		<u>End Date</u>		<u>Amount of Award</u>		<u>Expenditures</u>		<u>Balance</u>			
35		7/1/03		6/30/04		\$4,406,044.43		\$2,767,518.36		\$1,638,526.07			
Number of Trainees								Hourly Wage Change					
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		-----									
2373	1614	1535		\$0.69									
Demographics of Trainees													
Gender				Education									
<u>Female</u>	<u>Male</u>	<u>Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>			<u>More than 12</u>			<u>Not Reported</u>		<u>Total</u>	
114	1500	1614	16	1009			578			11		1614	
Age													
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>	
3	38	112	193	202	241	330	242	170	66	11	6	1614	
Ethnic Background													
<u>White</u>	<u>African-American</u>		<u>Hispanic</u>		<u>Asian</u>	<u>Hawaiian</u>		<u>American-Indian</u>			<u>Not Reported</u>		<u>Total</u>
1503	73		20		9	0		6			3		1614

The goal of the IWTF is to help create a world-class workforce that spurs job growth, establishes career paths and wage gains for Hoosier workers, and increases productivity. This philosophy will lead to the overall growth of the economy, which in the end will benefit all Indiana residents. The IWTF has just begun to do its part in helping to reshape our economy and DWD looks forward to making this program a success.



**CLOSED-OUT ADVANCE INDIANA GRANTS**

Retention Rates and Earning Replacement Rates (ERR) for PY 02 are included in *Chart 12: Closed-out PY 02 Advance Indiana Grants* with a listing of each project.

**Chart 12: Closed-out PY 02 Advance Indiana Grants**

Project	City	Grant Number	Program	ERR	Retention Rate
ALCOA	Lafayette	IVTC-2-102-15	IWT-IT	115%	100%
ALCOA	Newburgh	IVTC-2-102-16	IWT-IT	110%	100%
Allison Transmission Division	Indianapolis	IVTC-2-102-1	IWT-IT	100%	100%
AM General Corporation	Mishawaka	IVTC-2-102-17	IWT-IT	117%	100%
Applied Metals and Machine Works	Fort Wayne	IVTC-3-102-6	IWT-IT	121%	100%
ArvinMeritor Exhaust	Columbus	IVTC-2-102-18	IWT-IT	104%	100%
Bedford Machine and Tool	Bedford	IVTC-3-102-3	IWT-IT	92%	100%
Berry Plastics	Evansville	PIW-0-428	GET	134%	98%
Bishop Steering Technology, Inc.	Indianapolis	IVTC-3-102-9	IWT-IT	106%	100%
Building Trades Grant	Indianapolis	PI-2-AT	P & I	91%	80%
Building Trades Grant	Indianapolis	IVTC-4-102	IWT-BT	107%	91%
Carey Services, Inc.	Marion	WR-0-219	WIN	125%	100%
Caterpillar Large Engine Center	Lafayette	IVTC-3-102-13	IWT-IT	186%	100%
Complete Metal Fabrication	Jeffersonville	PIW-0-422	GET	97%	100%
Cummins Engine Company, Inc.	Columbus	IVTC-2-102-19	IWT-IT	87%	100%
DaimlerChrysler	Indianapolis	IVTC-2-102-20	IWT-IT	108%	99%
DaimlerChrysler	Kokomo	IVTC-2-102-21	IWT-IT	115%	100%
DaimlerChrysler	Kokomo	IVTC-2-102-22	IWT-IT	112%	98%
DaimlerChrysler	New Castle	IVTC-2-102-23	IWT-IT	157%	100%
Dalton Corporation	Warsaw	PIW-0-436	GET	104%	95%
Decatur Mold	North Vernon	PIW-0-439	GET	106%	100%
Delphi Delco Electronics Systems	Kokomo	IVTC-2-102-24	IWT-IT	102%	100%
Diamet Corporation	Columbus	IVTC-3-102-2	IWT-IT	80%	100%
GECOM, Incorporated	Greensburg	PIW-0-435	GET	114%	95%
General Electric Plastics	Mt. Vernon	IVTC-3-102-5	IWT-IT	108%	100%
GM Fort Wayne Assembly	Roanoke	IVTC-2-102-29	IWT-IT	101%	100%
Griner Engineering	Bloomington	PIW-1-440	GET	92%	80%
Guide Corporation	Anderson	IVTC-2-102-25	IWT-IT	135%	100%
Gunit Corporation	Elkhart	IVTC-2-102-33	IWT-IT	135%	100%
Hammond Group, Inc.	Hammond	WR-0-226	WIN	102%	100%
Haynes International Inc.	Kokomo	IVTC-2-102-2	IWT-IT	182%	100%
Hubbell Raco, Inc.	South Bend	IVTC-2-102-3	IWT-IT	133%	100%
Indianapolis Casting Corp.	Indianapolis	IVTC-2-102-4	IWT-IT	106%	100%
Indianapolis Chapter of National Tooling & Machining Association	Indianapolis	IVTC-3-102-16	IWT-IT	106%	97%
Indianapolis Private Industry Council	Indianapolis	RSA-0-39	RSA	101%	95%
Infinity Molding & Assembly, Inc.	Mt. Vernon	WR-0-221	WIN	102%	83%
Interlocal Association	Greenfield	RSA-0-11	RSA	92%	90%
Interlocal Association	Greenfield	RSA-1-11	RSA	140%	93%

Project	City	Grant Number	Program	ERR	Retention Rate
Jasper Engine Exchange	Jasper	IVTC-3-102-14	IWT-IT	107%	99%
KS Bearings	Indianapolis	IVTC-2-102-5	IWT-IT	86%	100%
LaGrange Products, Inc.	Fremont	WR-0-222	WIN	75%	89%
Lake County Integrated Services Delivery Board	Gary	RSA-2-29	RSA	12%	13%
Lear Corporation	Greencastle	IVTC-2-102-6	IWT-IT	90%	89%
Lear Corporation	Edinburgh	IVTC-2-102-26	IWT-IT	142%	100%
Major Tool & Machine, Inc.	Indianapolis	PIW-9-406	GET	92%	97%
MasterBrand Cabinet, Inc.	Jasper	PIW-9-405	GET	83%	81%
Matthew-Warren	Logansport	IVTC-2-102-7	IWT-IT	140%	100%
Metal Technologies, Inc.	Bedford	IVTC-3-102-8	IWT-IT	112%	100%
MFD Marion	Marion	IVTC-2-102-27	IWT-IT	112%	100%
Mitchel & Scott Machine Co., Inc.	Indianapolis	PIW-0-430	GET	84%	85%
Montrow Tool and Machine, Inc.	North Vernon	PIW-0-427	GET	102%	100%
MPI Indiana Fineblanking	Knox	IVTC-3-102-1	IWT-IT	112%	100%
National Steel Corp.	Portage	IVTC-2-102-31	IWT-IT	85%	86%
O'Neal Steel, Inc.	Shelbyville	PIW-0-429	GET	97%	95%
Overton and Sons Tool and Die	Mooresville	IVTC-3-102-10	IWT-IT	90%	100%
Oxford Automotive	Greencastle	IVTC-2-102-9	IWT-IT	110%	100%
Pillsbury Company	New Albany	IVTC-2-102-10	IWT-IT	119%	98%
PTS Electronics Corporation	Bloomington	IVTC-3-102-4	IWT-IT	77%	83%
Ready Machine Tool and Die Corporation	Connersville	WR-0-228	WIN	83%	95%
Rexam Closures	Evansville	IVTC-3-102-17	IWT-IT	96%	100%
Rieke Corporation	Auburn	PIW-0-423	GET	105%	91%
Rolls-Royce	Indianapolis	IVTC-2-102-11	IWT-IT	106%	98%
Ryobi Diecasting (USA), Inc.	Shelbyville	PIW-0-421	GET	117%	100%
Shawnee Trace Workforce Investment Board	Vincennes	RSA-2-14	RSA	85%	86%
Southern Seven Workforce Investment Board	New Albany	RSA-3-85	RSA	105%	100%
Stant Manufacturing Inc	Connersville	IVTC-2-102-12	IWT-IT	98%	100%
T.K. and Associates, Inc.	LaPorte	PIW-0-437	GET	95%	100%
US Steel	Gary	IVTC-2-102-32	IWT-IT	140%	97%
Visteon	Indianapolis	IVTC-2-102-28	IWT-IT	93%	95%
Visteon	Connersville	IVTC-3-102-7	IWT-IT	96%	95%
Visteon	Bedford	IVTC-2-102-13	IWT-IT	108%	100%
Wayne County Machine & Tool	Richmond	IVTC-3-102-12	IWT-IT	101%	77%
Whirlpool Corporation-Evansville Division	Evansville	IVTC-2-102-14	IWT-IT	107%	100%
Wieland Designs, Inc.	Goshen	WR-0-220	WIN	115%	94%
		<b>PY 02 Closed Grants Average</b>		<b>107%</b>	<b>95%</b>
		<b>PY01 Closed Grants Average</b>		<b>103%</b>	<b>91%</b>
		<b>PY00 Closed Grants Average</b>		<b>111%</b>	<b>94%</b>
		<b>PY99 Closed Grants Average</b>		<b>112%</b>	<b>92%</b>

Retention rates and ERR are measurements that are used to help gauge the long-term benefits of Advance Indiana training. Retention rates and ERR are calculated based on total quarterly earnings that employers have submitted to DWD. Wages may be from more than one employer and may include overtime. Wages earned in another state will lower the retention rate because those wages are not submitted to DWD.

The retention rate is determined by dividing the number of workers with wages during the fourth quarter after training by the total number of workers who completed training. The average retention rate for PY 02 was 95% and compares favorably with the previous year's retention rate of 91%.

The ERR is a measurement of wage gain. It is calculated by dividing the average quarterly wage for the fourth quarter after training by the average quarterly wage when entering training. An ERR above 100% indicates a wage gain. The ERR for PY 02 was 107% and is slightly higher than the previous year's ERR of 103%. An ERR of 107% is excellent when you factor in a slowing economy and a national recession that has triggered layoffs and a reduction in the number of overtime hours.

## **PROJECT DESCRIPTIONS**

Appendix A contains summarized program data and detailed project descriptions on each active Advance Indiana grant, including the Incumbent Worker Training fund. Each project description includes grant information, training providers, and statistics that include the number of trainees, their ages, education level, ethnicity, and gender. Wage gains are also included on each trainee who completed training. Expenditures have been included and represent the amount of funds approved for payment as of June 30, 2004. Payments are approved based on the number of enrollments and number of credentials issued. A grantee has 90 days from the grant end date to request final payment.

## **CONCLUSION**

In 1998, Governor Frank O'Bannon challenged the Department of Workforce Development to increase the skills of Hoosier incumbent workers and the productivity of Indiana businesses. DWD accepted that challenge and the Advance Indiana training program continues to be successful to this day. DWD sincerely thanks the legislators, employers, educators, labor organizations, and the Workforce Investment Boards who make incumbent worker training possible. It is this combined effort that has made the Advance Indiana program one of the premier incumbent-worker training systems in the country as recognized by the Council of State Governments.

### III. Building Trades

In 2003, the construction industry comprised 4.99% of the overall Indiana workforce, a decrease of 0.1% from the previous year. Although the construction industry saw its employment numbers shrink, skilled construction workers are still in demand. The industry also offers some of the highest paying jobs, especially as skilled carpenters, electricians, ironworkers, and bricklayers. Moreover, the construction industry in Indiana is expected to grow by 13.2% between 2002 and 2010. To ensure that skilled construction workers are available to meet this rapid growth, the Department of Workforce Development (DWD) has released over \$20 million to building trades training programs since 1997.

Building Trades programs provide exceptionally comprehensive, craft-related training and general education courses. The programs blend traditional apprenticeships with a college-level curriculum. Workers who successfully complete the program can achieve journey status in their respective trade and earn an Associate Degree.

Two grants for \$205,620 were awarded for construction training using funds from the penalties and interest (P&I) on delinquent unemployment insurance taxes and over \$4 million from the Incumbent Worker Training Fund (IWTF). Eligibility guidelines stipulate that Ivy Tech State College must be the training provider and participants must be members of a joint labor-management committee. The Bureau of Apprenticeship and Training (BAT), a division of the US Department of Labor, must approve the training courses. Ivy Tech State College and 35 Joint Apprenticeship and Training Committees oversee the operation of these training programs.

During this reporting period, 4,829 workers enrolled in construction training and 93.1% completed their training. The following *Chart 13: PY 03 Building Trades Summary* provides an overview of the grant activity for PY 03.

**Chart 13: PY 03 Building Trades Summary**

FUNDING SOURCE	AWARD	PROJECTED TRAINEES	NUMBER ENROLLED	NUMBER OF COMPLETIONS	AVERAGE WAGE GAIN
P & I	\$56,120	61	44	27	\$2.89
P & I	\$149,500	230	235	235	\$0.00
IWTF	\$4,155,410	5,477	4,550	4,433	\$1.94
<b>TOTAL</b>	<b>\$4,361,030</b>	<b>5,768</b>	<b>4,829</b>	<b>4,495</b>	<b>\$2.42</b>

Almost 4,500 workers completed apprenticeship training, 423 of them also received an Associate Degree. The average worker earned \$2.42 an hour more after completing his or her coursework.

Demographic data on each individual who was enrolled in training are summarized in *Chart 14: PY 03 Building Trades Demographic Data*. The demographic information includes age of participant, gender, and highest grade completed when enrolled in training. The majority of the participants, 69%, were under 31 years of age. Men comprised 98% of the total number of participants and 99% of the workers had a high school diploma or higher.

**Chart 14: PY 03 Building Trades Demographic Data**

Demographics of Trainees												
Gender			Education									
<u>Female</u>	<u>Male</u>	<u>Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>			<u>More than 12</u>		<u>Not Reported</u>		<u>Total</u>	
118	4711	4829	28	3860			931		10		4829	
Age												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
334	1704	1312	742	374	196	111	26	8	0	1	21	4829
Ethnic Background												
<u>White</u>	<u>African-American</u>		<u>Hispanic</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>American-Indian</u>		<u>Not Reported</u>			<u>Total</u>	
4440	244		108	12	2	31		1			4838	
*9 people marked more than one ethnicity thereby increasing the total from 4829 to 4838												

### **CLOSED-OUT PY 02 BUILDING TRADES GRANT**

Retention rates and earning replacement rates (ERR) were calculated on the closed-out Building Trades grants using the same formula that was used for Advance Indiana grants. The average retention rate for PY 02 was 86% and was 3 percentage points lower than the PY01 retention rate of 89%. The ERR for PY 02 was 99% and was 16 percentage points lower than the PY01 rate of 115%.

## IV. Indiana Plan

The Indiana Plan is a locally developed Hometown solution to the problem of low minority and female representation in the building trades and its apprenticeship programs. The Plan was created on April 9, 1970, when representatives of the Marion County Building Trades, black community leaders and a coalition of construction employers and associations signed a Memorandum of Understanding.

The Indiana Plan is recognized for its pre-apprenticeship training program and focuses on women, minorities, and disadvantaged workers. The Indiana Plan prepares individuals for careers in the construction industry with a curriculum that is approved by the US Bureau of Apprenticeship and Training (BAT). Students are taught basic construction skills and classroom training, including applied construction mathematics, spatial relations, and mechanical reasoning. After training is completed, participants are placed with an employer in a BAT approved training program where they will work and learn from journey-level workers.

The 2003-04 Indiana Plan was funded by the Incumbent Worker Training Fund (IWTF). The State Legislature mandated an allocation of \$450,000 be made from the IWTF in the 2001 General Assembly in Enrolled Act 1962. Due to the extension of the PY 02 Indiana Plan grant, final outcomes have been recorded in this year's training report. *Chart 15: PY 03 Indiana Plan Summary* documents this information in more detail.

**Chart 15: PY 03 Indiana Plan Summary**

YEAR	AWARD	PROJECTED TRAINEES	NUMBER ENROLLED	NUMBER COMPLETED	AVERAGE WAGE GAIN
2002-03	\$450,000	150	159	159	\$0.38
2003-04	\$450,000	150	150	150	\$0.68
	\$900,000	300	309	309	\$0.53

The following chart, *Chart 16: PY 02 and PY 03 Indiana Plan Demographic Data*, presents demographic information on each individual who was enrolled in training during PY 02 and PY 03. The demographic information includes age, gender, ethnicity, and highest grade completed on each participant. The average participant was 28 years of age – the youngest 18 and the oldest 54. Eighty-five percent of the participants were male. Seventy percent of the participants had a high school diploma or a GED.

**Chart 16: PY 03 Indiana Plan Demographic Data\***

Indiana Plan Demographics of Trainees												
Gender			Education									
<u>Female</u>	<u>Male</u>	<u>Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>			<u>More than 12</u>			<u>Not Reported</u>	<u>Total</u>	
46	263	309	37	215			57			0	309	
Age												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
52	82	57	53	31	19	8	2	0	0	0	5	309
Ethnic Background												
<u>White</u>	<u>African-American</u>		<u>Hispanic</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>American-Indian</u>			<u>Not Reported</u>		<u>Total</u>	
90	206		11	0	0	1			1		309	

\*Due to the extension of the PY 02 grant, data in this chart reflects information from the PY 02 and PY 03 grants.

In PY 03 participants resided in 8 out of 12 WIA planning regions in Indiana. A regional map can be found on the inside of the front cover. Only regions 5,9,11 and 12 did not have any participants during PY 03. The highest concentration was in Region 8 where 70% of the participants resided. Region 2 had the second highest number of participants at 11%.

Since 1998, DWD has awarded approximately \$2,674,500 to the Indiana Plan, which has helped train about 900 individuals. This basic foundation provides entry into a solid career in the construction field.

#### **CLOSED-OUT PY02 INDIANA PLAN GRANT**

Retention rates and earning replacement rates (ERR) are calculated on the closed-out grants for Indiana Plan using the same methodology as Advance Indiana and the Building Trades training program. Due to the extension of the PY 02 Indiana Plan grant, it did not close out until this program year, therefore close out data will be reported for it in the 2004-05 Annual Training Report

## V. TRADE ADJUSTMENT ASSISTANCE PROGRAMS

Trade Adjustment Assistance (TAA) was established under the Trade Act of 1974. The purpose of the program is to help workers, whose employment is adversely affected by increased imports or shifts in production, return to work as quickly as possible at the highest possible wage. A petition must be filed by or on behalf of the workers and the US Department of Labor evaluates it. Once a determination is made, workers are notified and may then apply for and qualify for benefits. Benefits of TAA include job search and relocation assistance; training; income support while in training; and the new Health Coverage Tax Credit which provides 65% of monthly insurance premiums for qualified plans for TAA eligible workers.

Training includes classroom, on-the-job training, and vocational or technical training. The average length of training is 49 weeks and many participants work toward an Associate Degree. The costs of tuition, books, tools and supplies are covered and training may last up to 104 weeks in duration. If needed, the Reform Act added additional weeks for remediation.

Another added feature of the Reform Act is the Alternative TAA program (ATAA). This program covers eligible workers 50 years and older. If eligible, they may choose between regular TAA benefits or a wage subsidy of 50% of the difference between their new salary and old salary, up to \$10,000.

*Chart 16: PY 03 Trade Adjustment Assistance Summary* shows the number of students who were enrolled in training (2,713) and the number who completed training (1,022) in PY 03. Since workers can receive training for up to 104 weeks, workers rarely start and complete in the same program year. Therefore, a comparison of the number enrolled in training and those who entered training within the same time period may not always be a valid comparison.

Many TAA eligible displaced workers earned high wages prior to losing their jobs. During this time period, the average worker who completed training earned approximately \$8,182.00 a quarter prior to dislocation. *Chart 17: PY 03 Trade Adjustment Assistance Summary* also includes the earning replacement rates (ERR) on workers who completed training. The ERR is calculated by dividing the exit wages by the wages earned prior to dislocation. For example, the average worker who completed training was making 45% of his former wages as compared to 68% for the previous program year. These same workers will be evaluated in next year's annual training report, and the ERR will be recalculated based on wages one year after training.

**Chart 17: PY 03 Trade Adjustment Assistance Summary**

AWARD	NUMBER ENROLLED	NUMBER OF COMPLETIONS	ERR
\$6,412,352	2,713	1,022	45%

Demographic information on each individual whom was enrolled in training during PY 03 was not available at the time of publication, but will be available January 2005. Information about demographic information or specific training providers for this program can be obtained by contacting, Sean Blancaneaux, in the TAA section, at (317) 232-7186.

### CLOSED-OUT PY01 TRADE ADJUSTMENT ASSISTANCE GRANTS

During PY 02, 564 workers completed training programs. The ERR was calculated on these workers by comparing wages prior to dislocation to wages one year after training completion. The ERR for PY 02 was 78% which was the same as PY01.

It is important to note that dislocated workers, particularly from the manufacturing sector, face many challenges when trying to re-enter the job market. Many TAA eligible workers earned high wages prior to job loss and had difficulty finding similarly high wage manufacturing employment. Many of those who entered training chose a new career path. Even after training it may take workers who are starting over years to work their way up the career ladder to come close to earning their former wages.



The retention rate for PY 02 was 63%. This means that one year after training, 354 workers had wages in the UI database. This rate was 12 percentage points lower than the PY01 retention rate of 75% and was the same as PY00.

## **VI. Workforce Investment Act**

The Workforce Investment Act (WIA), Title I, Adult and Dislocated Worker Program, intends to improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the nation's economy. The American public is interested in how well the WIA system does. Therefore, the State and local Workforce Investment Boards (WIBs) are held to performance standards. Some of the standards by which the Title I Adult and Dislocated Worker programs under the Workforce Investment Act are judged include increasing the employment retention and earnings of participants and increasing occupational skill attainment by the participants. Another standard by which the effectiveness of the WIA Title I Adult and Dislocated Worker programs are measured is an increase in employment. The employment goals are measured when participants leave the Workforce Investment Act program and are determined by how many participants entered unsubsidized employment, retained employment for six months after entry into employment, and earned a gain in wages. The employment goals are measured in part by using Indiana's Unemployment Insurance wage records system. Another standard, "Customer Satisfaction" is measured by sampling participants' and employers' experiences with the workforce development system.

WIA mandates that formula grants be provided to the 50 states, Puerto Rico, the District of Columbia, and the outlying areas. Funds that are allotted to states are based on a statutory formula. States in turn allocate funds to local WIBs by legislatively mandated formulas based primarily on the number of economically disadvantaged individuals in the area and unemployment data. Formula funds allotted to a state are available for expenditure by the state for that program year and the two succeeding program years. Funds are formula allocated to WIBs for the adult, dislocated workers' and youth programs.

WIA specifies that most services for adults and dislocated workers be provided through One Stop Career Centers, called WorkOne Centers in Indiana. WIA authorizes three levels of service to adults and dislocated workers: Core, Intensive, and Training. "Core" services include but are not limited to receiving outreach, job search and placement assistance, and labor market information. "Intensive" services include but are not limited to receiving comprehensive assessments, the development of individual employment plans, and counseling and career planning.

"Training" services for adults and dislocated workers include but are not limited to receiving occupational skills, on-the-job training, and entrepreneurial training. The occupational program and educational institution must be selected by the client that in most cases comes from an "eligible training provider" list – called in Indiana - Education and Training Choices. This list is available to the public on the Indiana Department of Workforce Development's Internet website at: [http://www.in.gov/serv/dwd\\_etc](http://www.in.gov/serv/dwd_etc) The training must be directly linked to demand occupations in the area or the area to which the participant is moving.

Eligibility to move from one tier to the next is generally based on not finding employment and the determination that the participant is "in need of" intensive or training services. The Act also authorizes the provision of supportive services (e.g., transportation, and childcare assistance) to enable an enrolled individual to participate in the program.

All individuals are eligible for core services. If funds are determined to be limited to provide intensive or training services, the Act indicates priority must be given to recipients of public assistance and other low-income individuals. Indiana further defined the federal priority ranking system. Indiana's priorities include:

- Temporary Assistance for Needy Families (TANF) and Food Stamp recipients who are working but need a GED or occupational skill training;
- Low income individuals not eligible for TANF or Food Stamps who need a GED or occupational skills training, and;
- The working poor who need a GED or occupational skills training.

In Indiana, local areas are responsible for establishing procedures for applying the priority requirements.

### **Indiana's National Incentive Award**

On April 20, 2002, the U. S. Department of Labor, Employment and Training Administration made \$2,896,500 available to the State of Indiana for "exceeding performance levels, agreed to by the Secretaries, Governor and State Education Officer, for outcomes in State operated employment and adult education programs."

The funds were available for the two-year period, July 1, 2002 through June 30, 2004. The State of Indiana through its Department of Workforce Development (DWD) and in consultation and agreement with the Indiana Department of Education, Adult Education Division, prepared and submitted a proposal describing how Indiana intended to use the national incentive award for workforce system building. Local input was also sought by including local administrators from the Workforce Investment Act and secondary and post-secondary institutions.

The projects were aimed at Indiana's economic and workforce goals that centered around three investment priorities:

Development of:

1. Regional economies;
2. The incumbent workforce, which includes all current workers; and
3. The future and potential workforce.

The priorities were aimed at developing the workforce for the betterment of Indiana's economy. The funding was used for one-time start-up costs and not for on-going continuation of a project.

### **Education and Training Choices System**

Indiana's eligibility training provider list, "Education and Training Choices" is designed to allow people to search for training programs funded by WIA or non-WIA sources and compare the costs, training program outcomes, length of the training, degrees & certifications available and other factors that will help them choose appropriate training. This list is available to the public on Indiana Department of Workforce Development's Internet website at : [http://www.in.gov/serv/dwd\\_etc](http://www.in.gov/serv/dwd_etc)

The Public View portion of ETC allows a user to enter search criteria and compare cost and performance data on up to three of the training programs. In addition, the user can review contact information on each training provider.

The system is designed for easy usage with minimal training. Navigation is made easier by using hot links & action buttons imbedded throughout ETC. A person may search by the following geographic areas: states, counties and cities. Most training providers are in Indiana. In addition, a person can search for training programs that fall into broad occupational training categories. Also, they can search based on provider and/or program names. Lastly, a search may be limited to only WIA-funded training programs. The Department of Workforce Development's (DWD) WIA Administration's web page address is [http://www.in.gov/dwd/workforce\\_serv/wia/index.html](http://www.in.gov/dwd/workforce_serv/wia/index.html).

Through the tool bar on ETC, you can choose the following two items: "Education and Career Information" and "Labor Market Information." "Education and Career Information" takes the user to the homepage for The Learn More Resource Center, formerly called the Indiana Career and Postsecondary Advancement Center. The Learn More Resource Center supports and encourages lifelong learning for all Indiana citizens. "Labor Market Information" choice takes you to DWD's labor market information system, called INEWS. INEWS is the acronym for Indiana's New Economy Workforce Statistics site.

## **Title I Youth Programs**

The objective of the Title I WIA Youth Program is to design with states and local communities, a revitalized, system for youth development activities. Such activities help low-income youth between the ages of 14 and 21 acquire the educational and occupational skills training, and support needed to achieve academic and employment success and successfully transition to careers and productive adulthood.

A youth eligible for WIA services is an individual who:

- Is 14 to 21 years of age; and
- Received income or is a member of a family that received a total family income that, in relation to family size, does not exceed the higher of the:
  - Poverty line; or
  - 70 % of the lower living standard income; and
- Meets one or more of the following criteria:
  - Is an individual who is deficient in basic literacy skills;
  - A school dropout;
  - Homeless;
  - A runaway;
  - A foster child;
  - Pregnant or a parent;
  - An offender; or
  - Requires additional assistance to complete their education or secure and hold employment.

Title I of WIA authorized Workforce Investment Boards (WIBs) to establish local Youth Councils. Their responsibilities include but are not limited to ensuring the provision and coordination of workforce investment activities for low-income youth and establishing the process by which eligible providers of youth activities are selected through a competitive procurement process.

## **National Emergency Grant (NEG) Activity**

On June 30, 2004, two major National Emergency Grants (NEG) completed operations in Indiana. Funded at \$2,374,686, the Northwest Indiana Steel and Manufacturing NEG project provided readjustment and training services to workers dislocated from 27 companies. The two project operators, Lake County Integrated Service Delivery Board and The Center of Workforce Innovations, Inc, served over 950 individuals. The project lasted 26 months, and 441 participants received classroom training.

The other grant supported the Airline Industry Reemployment (AIR) Project. The \$3,100,000 grant served workers displaced from 24 airline and travel-related companies. All of the dislocation events were the result of the terrorist attacks on September 11, 2001. In operation for 30 months, the AIR project served nearly 1,400 individuals and placed 650 participants in training.

## **PROJECT DESCRIPTIONS**

Appendix B contains Workforce Investment Act (WIA) project summaries. These summaries include a statewide summary of all WIA activity for each Workforce Investment Board. These summaries include the number of participants, the amount of funding available, and data on demographics that include age distribution, education, and gender. Detailed explanations on how the retention rates and earnings replacement rates (ERR) are calculated are in the glossary section at the end of this report.

## **APPENDIX A**

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### **WORKFORCE INVESTMENT ACT PROJECT SUMMARIES**

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## ABC of Indiana Apprenticeship Trust of Central Indiana

Vocational Schools, NEC

Incumbent Worker Training Fund (IWTF), 45%

Indianapolis

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3a-158	9/3/03	6/3/04	\$204,500.00	\$204,500.00	\$0.00

### Project Description

The Associated Builders and Contractors of Indiana Apprenticeship TRUST (TRUST) is the professional, not-for-profit training arm of the Associated Builders and Contractors of Indiana (ABC). The mission of the TRUST is to provide the best apprenticeship and job training programs for individuals interested in acquiring task and construction management skills and developing capabilities to enhance their lives and the construction industry. The ABC apprenticeship-training program is certified by the US Department of Labor, Indiana Bureau of Apprenticeship and Training and by the National Center for Construction Education and Research. ABC was awarded \$204,500 in Incumbent Worker Training funds to assist with training 400 apprentices in central Indiana. By the end of the grant, 419 students had enrolled in training, 354 completed an Apprenticeship Certification, and 48 of the students had attained their journeymen status.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
400	419	402	\$1.29	N/A

### Results

354 Apprenticeship Certifications and 48 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
9	410	419	0	208	211	0	419

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
41	137	120	59	29	20	8	1	1	0	0	3	419

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
370	30	19	0	0	0	0	419

### Training Provider(s)

ABC of Apprenticeship Trust	6825 Hillside Ct	Indianapolis	IN 46250
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## ABC of Indiana Apprenticeship Trust of Northeast Indiana

Vocational Schools, NEC

Incumbent Worker Training Fund (IWTF), 45%

Fort Wayne

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-158	9/3/03	6/3/04	\$185,769.00	\$185,507.00	\$262.00

### Project Description

The Associated Builders and Contractors of Indiana Apprenticeship TRUST (TRUST) is the professional, not-for-profit training arm of the Associated Builders and Contractors of Indiana (ABC). The mission of the TRUST is to provide the best apprenticeship and job training programs for individuals interested in acquiring task and construction management skills and developing capabilities to enhance their lives and the construction industry. The ABC apprenticeship-training program is certified by the US Department of Labor, Indiana Bureau of Apprenticeship and Training and by the National Center for Construction Education and Research. ABC was awarded \$185,769 in Incumbent Worker Training funds to assist with training 350 apprentices in northern Indiana. By the end of the grant, 276 students had enrolled in training, 233 completed an Apprenticeship Certification, and 21 of the students had attained their journeymen status.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
350	276	254	\$1.41	N/A

### Results

233 Apprenticeship Certifications and 21 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
2	274	276	0	115	161	0	276

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
54	111	51	29	15	8	3	1	1	0	0	3	276

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
269	3	4	0	0	0	0	276

### Training Provider(s)

ABC of Apprenticeship Trust	263 Airport N Office Park	Fort Wayne	IN 46825
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## Ahaus Tool & Engineering

Special Industry Machinery Mfg., NEC

Incumbent Worker Training Fund (IWTF), 45%

Richmond

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-102-B12	8/6/03	6/30/04	\$29,852.62	\$13,472.24	\$16,380.38

### Project Description

Ahaus Tool and Engineering was is a member of the Richmond/Wayne County Machine Tool Council, but decided to apply for a grant on their own due to the fact that they wanted to do some journeymen training. Ahaus was awarded \$29,852.62 to train 32 employees. Eleven trainees enrolled in the program and at the conclusion of the grant, four Apprenticeship Certifications and seven Journey Level upgrades were completed.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
32	11	11	\$0.00	N/A

### Results

4 Apprenticeship Certifications and 7 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	11	11	0	1	6	4	11

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
1	4	2	0	1	0	1	0	0	0	0	2	11

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
11	0	0	0	0	0	0	11

### Training Provider(s)

Ivy Tech State College	2325 Chester Blvd	Richmond	IN 47374
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## Alcoa Warrick Operations

Aluminum Mfg.

Incumbent Worker Training Fund (IWTF), 55%

Newburgh

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-1	7/2/03	6/30/04	\$227,286.07	\$189,320.26	\$37,965.81

### Project Description

A stable employment history at Alcoa Warrick Operations has created a workforce that will have 25% of the current Maintenance Craft employees eligible for retirement within the next four years. The company was awarded a \$227,286.07 training grant to train 130 employees. Alcoa considers the program to be successful as reviewed by internal audits. At the end of the grant, 20 earned Apprenticeship Certifications and 45 Journeymen were served.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
130	65	65	\$0.00	United Steelworkers of America, Local 104

### Results

20 Apprenticeship Certifications and 45 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
1	64	65	0	50	15	0	65

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	2	12	19	12	11	9	0	0	0	65

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
63	1	0	1	0	0	0	65

### Training Provider(s)

Ivy Tech State College	3501 First Ave	Evansville	IN 47711
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**Allegient****Computer Programming Services****Incumbent Worker Training Fund (IWTF), 45%****Indianapolis**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-196	6/1/04	6/1/06	\$57,510.00	\$0.00	\$57,510.00

**Project Description**

Allegient, LLC, is an Indianapolis-based consulting firm providing project management in software development, network infrastructure and network security solutions for clients of all sizes in Indianapolis and Central Indiana. Allegient leverages a unique network of business partners consisting of other entrepreneurial Indiana companies to provide a comprehensive array of services to clients in Indianapolis and Central Indiana. Via this network, Allegient and its partners are able to compete with larger firms for information technology projects. This grant will provide training for eight people and will ultimately result in 24 credentials for the employees of Allegient. These certifications are very valuable within the information technology field as employees with these backgrounds are highly sought after. The training will all take place on the clock with the training for the project management and rational software development certifications being handled by the Project Management Institute – which is a joint effort between Purdue and Praxis. The Microsoft certifications will be self-study programs followed by certification exams at Microsoft certified testing centers. \*Due to clearance issues and training being delayed, there is no data to report at this time.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
8	0	0	\$0.00	N/A

Results

Projected Outcomes: Project Management Professional (PMP) &amp; Rational Unified Process Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>											<u>Not Reported</u>	<u>Total</u>
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>		
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>		
0	0	0	0	0	0	0	0	0

**Training Provider(s)**

Praxis Learning Networks

6325 Digital Way Suite 100

Indianapolis

IN 46278

## Allison Transmission - Indianapolis Operation

Motor Vehicle Parts Mfg.

Incumbent Worker Training Fund (IWTF), 55%

Indianapolis

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-14	7/2/03	8/18/04	\$216,382.28	\$152,432.09	\$63,950.19

### Project Description

Allison Transmission, a Division of General Motors, started 80 years ago and entered the transmission business 54 years ago. Its illustrious history has included over 550 patents and leads its competitors in new innovations for the truck and bus market. To remain competitive, Allison must have a competent and highly skilled workforce to build and assemble products and to maintain and repair equipment as well as the plant infrastructure. Allison and the United Automobile Workers (UAW) have identified training needs that include apprenticeship training and training for the skilled-trades workers. Working with DWD and Ivy Tech State College, Allison Transmission has worked to ensure proper training for these employees to secure the future of the plant. This year's grant planned for a total of 56 classes, 50 for apprentice related education and six for journeyman upgrade training. The grant ended with 57 employees completing an Apprenticeship Certification and 72 receiving Journey Level upgrades.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
145	129	129	\$1.12	United Auto Workers, Local 933

### Results

57 Apprenticeship Certifications and 72 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
6	123	129	1	95	33	0	129

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
1	2	9	6	5	20	43	17	16	9	1	0	129

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
108	17	1	0	3	0	0	129

### Training Provider(s)

Ivy Tech State College

PO Box 1763

Indianapolis

IN 46206

**AM General Corporation****Motor Vehicle and Passenger Car Body Mfg.****Incumbent Worker Training Fund (IWTF), 55%****Mishawaka**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-15	7/2/03	6/30/04	\$294,996.16	\$286,996.61	\$7,999.55

**Project Description**

AM General is the leading manufacturer of the military Humvee. They have expanded their business to include the new H2 plant that manufactures the 'next generation' sport utility vehicle called the civilian Hummer or H2. Faced with turnover created by regular retirements and the continued expansion of the H2 plant, the company sought training funds to upgrade the skills of their journeypersons and apprentices. They added six new apprentices to their skilled trade's apprenticeship program. In addition, they added two new trades for an industrial carpenter and industrial tool maker. Two apprentices completed their four-year program, seven have one more class to complete their program, and six apprentices completed their first year. Sixteen journeymen received upgrade training in robot programming, MIG and TIG welding, tire and wheel balancing, infrared training, vibration analysis training, headlight aiming and electrical robotic paint training.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
55	31	31	\$1.98	United Auto Workers, Local 5

Results

15 Apprenticeship Certifications and 16 Journey Level upgrades

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>					
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>	
0	31	31	0	13	18	0	31	

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	1	5	13	6	5	0	1	0	0	31

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
27	2	1	0	1	0	0	31	

**Training Provider(s)**

Ivy Tech State College

220 Dean Johnson Blvd

South Bend

IN 46601

## American General Finance

Misc. Credit Institution

Gain Education and Training (GET)

Evansville

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-1-453	5/1/02	3/31/05	\$41,195.00	\$8,091.90	\$33,103.10

### Project Description

American General Finance (AGF) in Evansville, Indiana is a consumer finance company. AGF seeks to promote existing workers to support its new computer systems. With the help of the Advance Indiana training grant, nine workers were enrolled in Computer Information Systems at the University of Southern Indiana. Training was intense and included a 30 credit-hour program that taught the students to design and manage information systems. One student will finish in December 2004 and two others shortly thereafter. In order to accommodate the 2 students who were almost finished, AGF was granted an amendment to extend its grant to March 31, 2005. Grant funds were also reduced by \$29,103.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
13	9	0	\$0.00	N/A

### Results

Projected Outcomes: Career Development Certificate / Certificate of Computer Information Systems (21 credits)

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
5	4	9	0	0	9	0	9

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	0	2	3	2	1	0	0	0	0	0	9

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
8	1	0	0	0	0	0	9

### Training Provider(s)

University of Southern Indiana	8600 University Blvd	Evansville	IN 47712
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**AMG Engineering****Aircraft Engine Parts Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Indianapolis**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-160	11/1/03	7/31/05	\$66,000.00	\$0.00	\$66,000.00

**Project Description**

Walker Career Center, acting as the administrator of this grant, helped AMG Engineering and Machining Co. receive a \$66,000 IWT grant from the Department of Workforce Development. AMG uses computerized mills and lathes to machine metal bar and flat stock into parts for customers in the automotive and medical sciences industries. In 2002, AMG bought Regional Manufacturing (ReGin) in Fishers, IN, to expand its customer base, product line, and manufacturing capabilities. AMG must continue to refine its consolidation of ReGin people, processes, and products; AMG must prepare its workforce for future growth in customers and products. This grant is currently helping 19 operators receive training that will result in Certificates of Achievement in Advanced Manufacturing at the end of the grant term, July, 2005.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
40	19	0	\$0.00	N/A

Results

Projected Outcomes: Certificates of Achievement in Advanced Manufacturing

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
1	18	19	6	11	2	0	19

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	2	7	3	1	4	0	1	1	0	0	0	19

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
10	0	7	0	2	0	0	19

**Training Provider(s)**

Central Nine Career Center	1999 US 31 S	Greenwood	IN 46143
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## Apex Precision Technology

Aircraft Engine Parts Mfg.

Gain Education and Training (GET)

Camby

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-2-455	8/12/02	8/11/04	\$25,800.00	\$9,030.00	\$16,770.00

### Project Description

Apex Precision Technologies, Inc. is a small metalworking company specializing in precision parts for aerospace, automotive, and industrial vehicle manufacturers. Fueled by increasing consumer demand, Apex wanted to increase and certify the skills of its machinists. Thanks in part to the training grant, ten employees were trained and were awarded Certificates of Technical Achievement in Advanced Manufacturing by the Indiana Department of Workforce Development. Fifteen additional employees were scheduled for training but were unable to participate due to the high volume of new work and increased production. Even with this setback, Apex was very pleased with the training and the progress of its workers. All graduates of the program received an average pay increase of 3%.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
25	10	10	\$0.47	N/A

### Results

10 Certificates of Technical Achievement (CTA) in Advanced Manufacturing

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
2	8	10	1	9	0	0	10

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	2	5	2	1	0	0	0	0	10

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
10	0	0	0	0	0	0	10

### Training Provider(s)

Walker Career Center

9651 E 21st St

Indianapolis

IN 46229



## Applied Extrusion Technologies, Inc.

Plastics Film &amp; Sheet Mfg.

Incumbent Worker Training Fund (IWTF), 45%

Terre Haute

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-2-136	5/1/03	7/31/05	\$200,000.00	\$20,000.00	\$180,000.00

### Project Description

Applied Extrusion Technologies, Incorporated (AET) is a leading developer and manufacturer of highly specialized plastic films used primarily in consumer product labeling, flexible packaging, and healthcare filtration applications. AET is the only worldwide film supplier using both tenter and tubular technologies to manufacture a wide array of biaxially oriented polypropylene films for the flexible packaging market. These films are complex, usually multilayered structures, which are developed to meet the exact requirements of end users such as Coca-Cola, Pepsi-Cola, Frito-Lay, Hershey and Nabisco. Even with continual production and technological improvements, web breaks are a critical concern to the film industry. It is here that scrap is created, down time is eminent and production costs are elevated. Reducing or eliminating web breaks is a primary focus for AET. Understanding the effects of changes made by an operator to the down line process is critical. Therefore, training on the complete system is needed to reduce the risk factors of web breaks. It is for this reason that AET has chosen to partner with Ivy Tech State College in the development of a customized, computer-based curriculum that will allow operators to become fully educated on the equipment and processes they use. Currently there are 329 individuals enrolled in the program and already 95 people have completed the program and will receive their Certificate of Technical Achievement in Advanced Manufacturing. Rod Dowell with AET stated, "When we hand the CTA booklets to our employees, they feel a sense of great worth to the company and it gives them something concrete to hold on to. Our plant managers and supervisors have expressed a sense of great value in this program and they look forward to getting everyone's CTA completed. We are thrilled with the program!"

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	N/A	N/A
325	329	95		

### Results

95 Certificates of Technical Achievement in Advanced Manufacturing

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
49	280	329	0	324	5	0	329

<u>Age</u>											<u>Total</u>	
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
0	15	49	46	33	55	59	41	24	6	1	0	329

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>		
307	20	3	0	1	0	0	331	

\*Two people marked two ethnicities, thereby increasing the number from 329 to 331

### Training Provider(s)

Ivy Tech State College	501 S Airport Dr	Terre Haute	IN	47803
Coastal Training Technologies	500 Studio Dr	Virginia Beach	VA	23452

## Applied Metals & Machine Works

Industrial &amp; Commercial Machinery Mfg., NEC

Incumbent Worker Training Fund (IWTF), 45%

Fort Wayne

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-102-B10	8/6/03	6/30/04	\$20,356.00	\$13,887.20	\$6,468.80

### Project Description

Applied Metals and Machine Works in Fort Wayne, Indiana, was founded in 1959. Their services help companies reduce expenses by rebuilding parts to extend the life of their equipment and by manufacturing new parts for parts that are no longer available. Apprenticeship training is critical to Applied Metals & Machine Works continued success in the marketplace. Thanks to a \$ 20,356 Incumbent Worker Training grant, four Department of Labor / Bureau of Apprenticeship and Training registered apprentices and six journeypersons were able to benefit from training provided by Ivy Tech State College.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
6	10	10	\$0.48	N/A

### Results

4 Apprenticeship Certifications and 6 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
1	9	10	0	6	4	0	10

<u>Age</u>											<u>Total</u>	
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
0	3	1	0	0	1	2	0	2	1	0	0	10

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>		
10	0	0	0	0	0	0		10

### Training Provider(s)

Ivy Tech State College

3800 N Anthony Blvd

Fort Wayne

IN 46805

## ArvinMeritor Exhaust

Motor Vehicle Parts Mfg.

Incumbent Worker Training Fund (IWTF), 55%

Columbus

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-27	8/6/03	6/30/04	\$92,265.00	\$35,577.13	\$56,687.87

### Project Description

Arvin-Meritor Exhaust is ranked as a leading manufacturer in the global market of automotive exhaust systems; ride and motion control products; air oil and fuel filters and gas charged lift supports. Their products are sold under many trademarks featuring advanced technological solutions for light vehicle, commercial trucks, trailer and specialty original equipment manufacturers (OEM) and related after-markets. The awarded grant was utilized to serve 12 employees. Six Apprenticeship Certifications and six Journey Level upgrades were achieved in vital maintenance areas.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
34	12	12	\$1.24	International Brotherhood of Electrical Workers, Local 1331

### Results

6 Apprenticeship Certifications and 6 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	12	12	0	8	4	0	12

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	2	7	1	1	1	0	0	0	0	0	12

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
12	0	0	0	0	0	0	12

### Training Provider(s)

Ivy Tech State College

4475 Central Ave

Columbus

IN 47203

## Atlas Logistics Retail Services

### Refrigerated Warehousing & Storage

Advance Indiana

#### Shelbyville

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
ADVI--3-178	1/1/04	10/1/04	\$60,000.00	\$0.00	\$60,000.00

#### Project Description

Atlas Cold Storage operates the second largest temperature-controlled distribution network in North American with 54 facilities and 270 million cubic feet of refrigerated space. Atlas provides freezer, cooler and dry storage to fulfill all of its customer's requirements. It utilizes state-of-the-art radio frequency systems connection computer terminals to onboard material handling equipment for real-time management control that offers small to large volume assembly and preparations services 24 hours a day. Atlas currently provides logistics and transportation solutions to major food processors and producers in Canada and the United States. Atlas's Shelbyville facility is dedicated to serving Kroger Co. It services more than 400 stores and ships in excess of 220,000 cases per day – totaling over 1.5 million cases per week. This grant is to provide training to 48 Warehouse Operations Supervisors. More than half of these employees were promoted from within to this position and many have had no formal training as supervisors. Currently, 46 employees have completed their courses and will receive a Certificate of Technical Achievement in Business Management from the State of Indiana in addition to college credit through Tri State University.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
			\$0.00	International Brotherhood of Teamsters, Local 135

48      46      46

#### Results

46 Certificates of Technical Achievement in Business Management

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>							
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>			
4	42	46	1	16	29	0	46			

<u>Age</u>													
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>	
0	4	8	7	7	4	6	8	1	1	0	0	46	

<u>Ethnic Background</u>									
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>		
44	1	1	0	0	0	0	46		

#### Training Provider(s)

Productivity Masters Group	6732 E State Blvd	Fort Wayne	IN	46815
Tri-State University	1 University Avenue	Angola	IN	46703

## Bedford Machine and Tool

Special Industry Machinery Mfg., NEC

Incumbent Worker Training Fund (IWTF), 45%

**Bedford**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-102-B1	8/6/03	6/30/04	\$38,236.07	\$34,840.67	\$3,395.40

**Project Description**

Bedford Machine and Tool, along with its sister company Metal Technologies, are currently the largest machine shops in southern Indiana. They are currently facing low-price competition from overseas, and thus have recently purchased several pieces of multi-million-dollar equipment to increase their market share. The company was given \$38,236.07 to train its employees. They view their apprenticeship program as a key component of their competitive edge. At the end of their training grant, 11 employees completed Apprenticeship Certifications and eight received Journey Level upgrades.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
11	19	19	\$0.06	N/A

Results

11 Apprenticeship Certifications and 8 Journey Level upgrades

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
1	18	19	0	8	11	0	19

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
1	6	5	4	1	0	2	0	0	0	0	0	19

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
19	0	0	0	0	0	0	19

**Training Provider(s)**

Ivy Tech State College	3116 Canterbury Ct	Bloomington	IN	47404
Unilogics thru EDS	5400 Legacy Dr	Plano	TX	75024

**BF Goodrich Tire Manufacturing****Tire Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Woodburn**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-185	3/1/04	9/30/05	\$200,000.00	\$0.00	\$200,000.00

**Project Description**

BF Goodrich Tire Manufacturing, a division of Michelin North America, was built in 1961 on less than 20 acres and employed 253 people. After five major expansions over the past 40 years, the plant has grown to nearly 45 acres in size and currently employs more than 1200 employees. Tire manufacturing requires highly technical equipment that is controlled by computers and other digital logic devices and it also integrates mechanical and electrical systems in ways that were not possible just a few years ago. It is imperative that the workers are trained to install, modify, set-up, and maintain this complex equipment. With assistance from the Incumbent Worker Training grant, 75 workers will participate in 12,000 hours of training and will earn Certificates of Technical Achievement in Advanced Manufacturing. To date, 37 have been enrolled in training.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
75	37	0	\$0.00	United Steelworkers of America, Local 715

**Results**

Projected Outcomes: Certificates of Technical Achievement in Advanced Manufacturing

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	37	37	1	13	23	0	37

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	3	2	4	2	5	8	7	5	1	0	0	37

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
37	0	0	0	0	0	0	37

**Training Provider(s)**

CenTec, Inc	4015 Fourier Dr	Fort Wayne	IN 46818
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## Biddle Precision Components

Screw Machine Products Mfg.

Incumbent Worker Training Fund (IWTF), 45%

Sheridan

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-2-145	6/1/03	5/31/05	\$38,840.00	\$0.00	\$38,840.00

### Project Description

Biddle Precision Components was awarded a two-year \$38,840 Incumbent Worker Training (IWT) grant to train 6 workers. The program is designed to address improving manufacturing skills and output of their employees. Due to unforeseen circumstances, training was delayed from its original June 2003 start date. The students began classes on October 01, 2003. To ensure that the outcomes are met Biddle Precision Components intends to double the course load of its trainees. Six Customized Applied Learning Certificates in Manufacturing Technology are to be issued at the conclusion of this grant. There are no outcomes to report at this time.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
6	0	0	\$0.00	N/A

### Results

Projected Outcomes: Customized Certificates of Applied Learning in Manufacturing Technology

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
0	0	0	0	0	0	0	0	

### Training Provider(s)

Vincennes University

1002 N First St

Vincennes

IN 47591

**BP Products North America Incorporated****Petroleum Refining****Incumbent Worker Training Fund (IWTF), 45%****Whiting**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-164	11/1/03	11/1/04	\$99,600.00	\$0.00	\$99,600.00

**Project Description**

BP Whiting Refinery was awarded \$99,600.00 to upgrade the skills of 12 employees. They have recently been concerned with an increase in turnover resulting from an aging workforce. As a result, a four-year Instrumentation and Electrical Apprenticeship Program was created. The main goal of this program is to provide additional training and technical creativity to Instrument and Electrical apprentices that have a minimum of two-year technical degrees from local technical schools and universities. Another goal of this program is to pair experienced craftsmen with each apprentice for mentoring to sharpen the apprentices craft skills and revitalize energy levels. This training initiative is challenging 12 incumbent workers in laboratory experiments and demonstrations of the basic principles of instrumentation and environmental procedures. Twelve employees just completed their first year of apprenticeship training and after the next three years, employees will receive journeyman status, official certification and credited hours towards a degree in higher education from Purdue University.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
12	12	0	\$0.00	Paper, Allied Industry, chemical & Energy (PACE), Local 6-1 Inc

Results

Projected Outcomes: Apprenticeship Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
2	10	12	0	0	12	0	12

<u>Age</u>											
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>
0	4	2	3	1	2	0	0	0	0	0	0

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
7	3	2	0	0	0	0	12

**Training Provider(s)**

General Physics/Skillright	404 E 86th Ave	Merrillville	IN	46410
Purdue University Calumet	2200 169th St	Hammond	IN	46323



**C&M Conveyor****Conveyors & Conveying Equip. Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Mitchell**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-102-B5	8/6/03	6/30/04	\$25,101.00	\$22,093.02	\$3,007.98

**Project Description**

C&M Conveyor (C&M) is a private company founded in 1982. A leading manufacturer and supplier of material handling systems to the corrugated sheet and container industry, C&M provides turn-key system installation and startup, including operator training and support, anywhere in the world. The company currently employs about 125 employees. C&M was awarded a \$25,101 training grant to train 14 employees. At the conclusion of this grant, seven earned Apprenticeship Certifications and seven obtained Journey Level upgrades.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
14	14	14	\$0.82	N/A

Results

7 Apprenticeship Certifications and 7 Journey Level upgrades

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
1	13	14	0	6	8	0	14

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	2	6	5	1	0	0	0	0	0	0	14

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
14	0	0	0	0	0	0	14

**Training Provider(s)**

Ivy Tech State College	200 Daniels Way	Bloomington	IN	47404
Kirby Risk	1625 H St, PO Box 485	Bedford	IN	47404

**Carr Metal Products, Inc. (EPPC)**

**Fabricated Metal Products Mfg & Plastics Products Mfg., NECIncumbent Worker Training Fund (IWTF), 45% Indianapolis**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-2-115	12/15/02	12/15/05	\$122,560.00	\$0.00	\$122,560.00

**Project Description**

Carr Metal Products (CMP) designs and manufactures precision sheet metal and polymer products for the orthopedic and other medical specialty arenas. Technology and industry changes required CMP to expand its operation to maintain its competitive edge. CMP employees are being trained and certified to receive a Certificate of Technical Achievement in Advance Manufacturing. To date, CMP has not drawn down any money, but is on track. An unforeseen situation involving their training provider resulted in the program being delayed. To ensure outcomes are met, an additional year was added to the contract. DWD has addressed the situation and helped CMP install a qualified training replacement that has maintained the functionality of this project. Currently 135 students are enrolled, with 30 participants projected to exit training at the end of the fall training term.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
139	135	0	\$0.00	N/A

**Results**

Projected Outcomes: Certificates of Technical Achievement in Advanced Manufacturing

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
25	110	135	0	0	0	135	135

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
1	0	3	0	4	7	5	4	2	1	0	108	135

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
26	1	1	0	0	0	107	135

**Training Provider(s)**

Walker Career Center	9651 E 21st St	Indianapolis	IN 46229
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## Cass/Logansport Industrial Alliance

Consortium of Area Manufacturers

Incumbent Worker Training Fund (IWTF), 45%

Kokomo

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3a-102-B5	1/12/04	5/10/04	\$69,669.00	\$41,200.17	\$28,468.83

### Project Description

The Cass County/Logansport Industrial Alliance identified a consortium of automotive and construction related manufactures that had a need to train its workers in specialized precision custom-made stampings, metal fabrication, and light assembly. The goal of this training is to develop skilled employees capable of functioning in highly technical manufacturing facilities. Employees will receive a Career Development Certificate (CDC) with the successful completion of six classes. Ninety-six employees were projected to begin training in the spring 2004 semester. Currently, 45 trainees have enrolled and are completing courses toward a certification. To date, \$41,200 of the \$69,669 award has been expended.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
96	45	0	\$0.00	N/A

### Results

Projected Outcomes: Career Development Certificates and Associate of Applied Science Degrees

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
2	43	45	2	31	12	0	45

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	8	7	6	10	4	7	3	0	0	0	0	45

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
40	1	4	0	0	0	0	45

### Training Provider(s)

Ivy Tech State College

1815 E Morgan St

Kokomo

IN 46901

## Caterpillar Large Engine Center

Internal Combustion Engines Mfg., Nec

Incumbent Worker Training Fund (IWTF), 45%

Lafayette

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-102-B11	8/6/03	6/30/04	\$41,429.44	\$40,025.06	\$1,404.38

### Project Description

Caterpillar Large Engine Center was completed in 1981 and was designed to manufacture Caterpillar engines. The \$41,429 Incumbent Worker Training grant was formed to help 40 employees receive a Career Development Certificate (18 credit hours) in their respective fields: Assembly, Machine Tool, and Quality. To date, the training program has been tremendously successful. Caterpillar is donating additional engines and training equipment and has plans to cycle another batch of individuals through when the existing 40 are done. There have been some minor modifications to the initial proposal. The projected courses and their sequences were changed a bit to account for shift and production needs. Upon completion of the coursework outlined in the grant submitted for 2004-2005 approval, all 40 employees will obtain their credential.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
40	40	0	\$0.00	N/A

### Results

Projected Outcomes: Career Development Certificates

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
8	32	40	0	31	9	0	40

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	4	7	8	2	8	8	3	0	0	0	0	40

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
40	0	0	0	0	0	0	40

### Training Provider(s)

Ivy Tech State College	3010 S Creasy Lane	Lafayette	IN	47903
Caterpillar	3701 State Rd 26 E	E Lafayette	IN	47904

**CFM US Corp****Heating Equipment Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Huntington**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3b-102-B3	12/3/03	6/30/04	\$58,604.00	\$0.00	\$58,604.00

**Project Description**

CFM US Corp, formerly, Vermont Casting Majestic Products Company was given a \$58,604 training grant to train two apprentices and 20 journeypersons. Due to restructuring of the company, training did not occur this grant period. The restructuring is now complete and CFM US Corp has applied for a new grant and will be starting training as soon as possible.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
22	0	0	\$0.00	Sheetmetal Workers, Local 204

**Results**

Projected Outcomes: 2 Apprenticeship Certifications and 20 Journey Level upgrades

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
0	0	0	0	0	0	0	0

**Training Provider(s)**

Ivy Tech State College	3800 N Anthony Blvd	Fort Wayne	IN	46805
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## Clarke Engineering Services

### Engineering Services

Incumbent Worker Training Fund (IWTF), 45%

### Fishers

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-189	4/1/04	4/1/06	\$39,418.00	\$0.00	\$39,418.00

### Project Description

Clarke Engineering Services, Inc is an independently owned and operated engineering services company that specializes in equipment commissioning, installation, integration, validation and project management in the pharmaceutical industry. In addition, they integrate automated vision systems into packaging and manufacturing applications. Their staff is comprised of degreed engineers and validation specialist performing highly skilled, highly technical functions within the life sciences and advanced manufacturing arenas. This grant will provide training for 11 different employees resulting in the attainment of 14 credentials between them. Each of the 11 employees will earn Certificates of Technical Achievement in Advanced Manufacturing from the State of Indiana through training provided by the Cognex Corporation, the Pharmaceutical Training Institute, Taylor Technology, Inc, the International Society for Pharmaceutical Engineering, and Crown Training and Development, Inc. Additionally, two of these students will obtain their Professional Project Management Certification from Praxis International. One student is also pursuing an electrical engineering technology degree through IUPUI earning 34 credit hours towards this degree over the term of the grant.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
11	1	0	\$0.00	N/A

### Results

Project Outcomes: 11 Certificates of Technical Achievement in Advanced Manufacturing, 2 Professional Project Manager Certificates, and 1 Engineering degree

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>							
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>			
1		1	0	0	1	0	1			

<u>Age</u>													
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>	
0	0	0	1	0	0	0	0	0	0	0	0	1	

<u>Ethnic Background</u>									
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>		
1	0	0	0	0	0	0	1		

### Training Provider(s)

Indiana University-Purdue University	799 W Michigan St	Indianapolis	IN	46202
Rockwell-Automation	777 E Wisconsin Ave	Milwaukee	WI	53202
Crown Training and Development	2642 E 84th Place	Merrillville	IN	46410
Taylor Technology	PO Box 243	Bedford	IN	47421
International Society for Pharmaceutical Engineering	3109 W Dr Martin Luther King Jr Blvd	Tampa	FL	33607
Pharmaceutical Training Institute	708 Third Ave	New York	NY	10017
Praxis International	6325 Digital Way, Suite 100	Indianapolis	IN	46278
Cognex Corp	One Vision Dr	Natick	MA	1760

## Commercial Vehicle Systems

Motor Vehicle Parts Mfg.

Incumbent Worker Training Fund (IWTF), 45%

Michigan City

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-162	9/18/03	4/18/05	\$24,620.00	\$0.00	\$24,620.00

### Project Description

Commercial Vehicle Systems, Inc. is a group that designs and manufactures heavy-duty wiper systems, motorized and West Coast mirror systems, heating ventilation/air conditioning controls, window lifts and safety/security devices for heavy-duty truck market. Their goal is to provide training for their employees to boost morale and help increase production levels by providing better skills. The grant awarded for \$24,620 is to provide training for 91 employees to receive Certificates of Technical Achievement in Advanced Manufacturing and American Welding Society (AWS) certifications. Currently, 40 students have been enrolled in the program with 12 of them already receiving a credential. The remainder of the students are presently on track for completion by April 2005.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
91	40	12	\$0.00	N/A

### Results

12 Certificates of Technical Achievement in Advanced Manufacturing

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
24	16	40	8	29	3	0	40

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	3	6	7	1	5	9	3	4	2	0	0	40

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
20	17	3	0	0	0	0	40

### Training Provider(s)

Vincennes University	1002 N First St	Vincennes	IN 47591
Hobart Institute of Welding Technology	400 Trade Square E	Troy	OH 45373

## Community Education Coalition

Business Assn.

Advance Indiana

Columbus

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
ADVI-3-138	1/1/04	12/31/04	\$67,808.00	\$0.00	\$67,808.00

### Project Description

Community Education Coalition (CEC) supports activities that promote strengthening nursing education to its regional workforce. An Advance Indiana grant was awarded in the amount of \$67,808 to Community Education Coalition to train 65 employees. Training will result in 64 Associate and Bachelor Degrees in Nursing and 1 Certificate of Technical Achievement offered through Ivy Tech and IUPUI-Columbus. Sixty-five individuals were targeted to begin training on January 01, 2004 and end on December 31, 2004. To date, 37 individuals are enrolled in the program. CEC has asked to extend the grant an additional year to allow the grantee to meet projected outcomes.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
65	37	0	\$0.00	N/A

### Results

Projected Outcomes: 64 Associate Degree and Bachelors Degrees in Nursing and 1 Certificate of Technical Achievement

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
33	4	37	0	16	21	0	37

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
3	10	4	6	4	6	2	1	0	0	0	1	37

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
36	1	0	0	0	0	0	37

### Training Provider(s)

Ivy Tech State College	4475 Central Ave	Columbus	IN 47203
IUPUI-Columbus	4601 Central Ave	Columbus	IN 47203



## Cooper Standard Automotive

**Molded, Extruded & Late-cut Rubber Goods Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Auburn**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-122	9/1/03	9/1/05	\$19,699.00	\$0.00	\$19,699.00

**Project Description**

Cooper Standard Automotive (CSA) is a leading supplier of noise, vibration, and harshness products to the automotive industry. CSA was awarded a \$19,699 training grant to help 17 workers pursue Associate, Bachelor, and Master degrees. Five workers have completed training and received their degrees while 12 more will continue to pursue their degree during the second year of the grant. The attainment of degrees will open up promotional opportunities that will lead to salary increases.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
17	17	5	\$0.69	United Steelworkers of America, Local

**Results**

2 Bachelors Degree in Business Administration, 1 Associates Degree of Applied Science in Business Administration, and 2 Masters Degrees in Business Administration

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>							
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>			
7	10	17	0	5	12	0	17			

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	2	3	7	2	1	2	0	0	0	0	17

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
16	0	1	0	0	0	0	17

**Training Provider(s)**

Indiana Institute of Technology	1600 E Washington Blvd	Fort Wayne	IN	46803
Indiana University/Purdue University Fort Wayne	2101 E Coliseum Blvd	Fort Wayne	IN	46805
Indiana Wesleyan University	8211 W Jefferson Blvd	Fort Wayne	IN	46804
Ivy Tech State College	3800 N Anthony Blvd	Fort Wayne	IN	46805
Tri State University	1 University Ave	Angola	IN	46703

**Crown ESA, Inc.****Measuring, Display & Control of Process Instruments Mfg.****Advance Indiana****Portage**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
ADVI-3-169	1/5/04	12/5/05	\$128,385.00	\$4,800.00	\$123,585.00

**Project Description**

Crown ESA places emphases in Electrical and Computer engineering. Crown ESA's intent is to diversify their services in order to maintain sustainability as a technological company. Training will include Microsoft MCSA, MCSE, Security, and Cisco CCNA training. The current shortage of IT certification training has constrained their ability to attract customers due to their inability to function as a one-stop. For this reason, Crown ESA was awarded a \$128,385 Advance Indiana grant to allow Information Technology Boot Camps. Boot Camps allow Crown to train their employees quickly and maximize productivity. To date, \$4,800 has been expended on the project. An unforeseen circumstance with the chosen training provider required them to readjust training and attain a new provider who is eligible to administer all of Microsoft training.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
15	2	0	\$0.00	N/A

Results

Projected Outcomes: Various Information Technology Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	2	2	0	0	2	0	2

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	1	0	1	0	0	0	0	0	0	0	2

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
2	0	0	0	0	0	0	2

**Training Provider(s)**

Intense School

8211 W Broward Blvd

Ft Lauderdale FL 33324

**Daimler Chrysler- Indiana Transmission Plant #1****Motor Vehicle Parts Mfg.****Incumbent Worker Training Fund (IWTF), 55%****Kokomo**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-22	7/2/03	6/30/04	\$90,559.80	\$54,006.99	\$36,552.81

**Project Description**

As production machinery changes in the plants, corresponding upgrades in employee skills are required to maintain critical equipment. Daimler Chrysler's Indiana Transmission Plant was awarded \$90,559.80 to provide upgrade training for 70 journeymen. The primary goal of the DaimlerChrysler/UAW Journeyman Upgrade Program is to keep abreast of the changing skills that the journeymen need in the highly technical manufacturing facilities that they are responsible for maintaining. This grant has allowed 47 people receive Journey Level upgrades and four employees receive Apprenticeship Certifications.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
70	51	51	\$0.51	United Auto Workers

Results

4 Apprenticeship Certifications and 47 Journey Level upgrades

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
3	48	51	0	23	28	0	51

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	0	3	9	4	14	9	4	3	0	4	51

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
49	0	0	0	1	0	1	51

**Training Provider(s)**

Ivy Tech State College

1815 E Morgan St

Kokomo

IN 46901

## Daimler Chrysler- Indiana Transmission Plant #1

Motor Vehicle Parts Mfg.

Incumbent Worker Training Fund (IWTF), 45%

Kokomo

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3B-148	8/1/03	7/31/04	\$211,502.00	\$92,612.00	\$118,890.00

### Project Description

Daimler Chrysler Corporation has a significant presence in Indiana, with four plants in Kokomo and one in Indianapolis. The Indianapolis plant is the foundry, the three manufacturing facilities in Kokomo make transmissions for their full line of vehicles, and the Kokomo Casting Plant makes transmission and transaxle casings for the other three plants. Transmission Plant 1 produces transmissions for the following vehicles: Durango, Dakota, Ram Pickup, Jeep Liberty and Grand Cherokee. Continued training for the skilled trades is critical in the areas of mechanical maintenance, construction, toolmakers, pipe fitters, and electrical/electronics maintenance. Therefore, AUW/DaimlerChrysler continues to provide educational opportunities for its employees. The company's \$211,502 Incumbent Worker Training grant has provided training to upgrade the skills of 47 journeypersons.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
80	47	47	\$0.00	United Auto Workers

### Results

47 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>					
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>	
3	44	47	1	16	23	7	47	

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	6	8	11	13	3	3	0	0	3	47

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
37	1	0	0	0	0	9	47	

### Training Provider(s)

Allen Bradley Rockwell Automation	6040 W 86th St	Indianapolis	IN 46278
Charmilles Technologies Corp	560 Bond St	Lincolnshire	IL 60069
Kirby Risk Supply Co	1619 S Walnut St	Muncie	IN 47302
GE Fanuc Automation N America	Route 69 N 606	Charlottesville	VA 22906
FMC Technologies Inc	200 E Randolph Dr	Chicago	IL 60601
Trumpf America Inc	Farmington Ind1 PK	Farmington	CT 6032
Valentine Robotics Inc	3355 Bald Mountain Suite 10	Auburn Hills	MI 48326
Marposs Corp	3300 Cross Creek Parkway	Auburn Hills	MI 48326
Mazak	8025 Production Dr	Florence	KY 41022
DP Technology	1150 Avenida Acaso	Camarillo	CA 93012
Lewillyn Technology	PO 618	Linton	IN 47441
York Institute of Air Conditiong & Refrigeration	PO Box 1592-36B1	York	PA 17502

**Daimler Chrysler- Indiana Transmission Plant #2****Motor Vehicle Parts Mfg.****Incumbent Worker Training Fund (IWTF), 55%****Kokomo**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-23	7/2/03	8/19/04	\$242,568.35	\$0.00	\$242,568.35

**Project Description**

DaimlerChrysler Corporation is an international publicly held manufacturer of automobiles, vans, truck, and sport utility vehicles. Due to significant growth over the last decade, the Indiana Transmission Plant 2 was recently constructed and began production in November of 2003, bringing the fifth DaimlerChrysler plant to Indiana. ITP 2 manufactures automatic transmissions for the Mercedes Benz. As production machinery changes in the plants, corresponding upgrades in employees' skills are required to maintain critical equipment. The primary goal of the AUW/DaimlerChrysler Journeyman Upgrade Program is to keep abreast of the changing skills that the journeymen need in the highly technical manufacturing environment in which they operate. This year's Incumbent Worker Training grant was projected to provide training to upgrade the skills of 53 journeymen and apprentices. Unfortunately, due to uncontrollable circumstances, the Plant was only able to complete training for two apprentices and 23 journeypersons. All remaining funds were de-obligated and returned to the Incumbent Worker Training Fund.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
53	25	25	\$0.16	United Auto Workers

**Results**

2 Apprenticeship Certifications and 23 Journey Level upgrades

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>							
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>			
2	23	25	0	5	20	0	25			

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	2	3	8	7	4	0	1	0	0	25

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
24	0	0	0	0	0	1	25	

**Training Provider(s)**

Ivy Tech State College	1815 E Morgan St	Kokomo	IN 46901
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## Daimler Chrysler- Indiana Transmission Plant #2

Motor Vehicle Parts Mfg.

Incumbent Worker Training Fund (IWTF), 45%

Kokomo

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3C-148	8/1/03	12/31/04	\$212,618.00	\$0.00	\$212,618.00

### Project Description

Daimler Chrysler Corporation is an international publicly held manufacturer of automobiles, vans, truck, and sport utility vehicles. Due to significant growth over the last decade, the Indiana Transmission Plant 2 was recently constructed and began production in November of 2003, bringing the fifth Daimler Chrysler plant to Indiana. AUW/DaimlerChrysler is committed to enhancing educational and employment opportunities for its employees. Currently their Incumbent Worker Training grant has provided training to upgrade the skills of 32 journey level employees in the areas of mechanical maintenance, construction, toolmaking, pipe fitting, and electronics.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
26	32	32	\$0.00	United Auto Workers

### Results

32 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
1	31	32	0	14	13	5	32

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	2	6	4	10	5	1	1	0	3	32

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
26	1	0	2	0	0	3	32

### Training Provider(s)

Festo & Allied Automation	5220 E 64th St	Indianapolis	IN 46220
DC Wilson	1825 S Plate St	Kokomo	IN 46902
Erwin Junker Machinery, Inc	11 Veterans Dr	Chicopee	MA 1022
Siemens Energy & Automation Inc	2400 Executive Hills Dr	Auburn Hills	MI 48326
Aichelin American Inc	37584 Amrhein	Livonia	MI 48150
ECM USA Inc	5727 95th Ave	Kenosha	WI 53144
Magedeberg	Groeperstrasse 18 D-39124	Germany	
Becker GmbH	Fertigungssysteme Liststr.4 89079	Germany	
Eanest Lehnert GmGH	Friedhofstr.44 D-73110	Germany	

## Daimler Chrysler- Indianapolis Foundry

### Gray & Ductile Iron Foundry

Incumbent Worker Training Fund (IWTF), 55%

### Indianapolis

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-24	7/1/03	6/30/04	\$229,310.00	\$0.00	\$229,310.00

### Project Description

The Indianapolis Foundry (IFP) is part of the Powertrain Organization of the Daimler Chrysler Corporation. IFP is Daimler Chrysler's main North American engine block supplier, supplying castings for both car and truck engines. The Foundry supplies three engine plants and runs five different products. The Foundry was awarded \$229,310 to train 14 apprentices and 60 journeymen. Unfortunately, the company announced that the plant was closing, and the Incumbent Worker Training Board suspended the funding prior to the completion of any training. Therefore, all funds have been de-obligated and returned to the Incumbent Training Worker Fund.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
74	0	0	\$0.00	United Auto Workers

### Results

Projected Outcomes: 14 Apprenticeship Certifications and 60 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
0	0	0	0	0	0	0	0	

### Training Provider(s)

Ivy Tech State College

PO Box 1763

Indianapolis

IN 46206

## Daimler Chrysler- Indianapolis Foundry

Motor Vehicle Parts Mfg.

Gain Education and Training (GET)

Indianapolis

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-2-468	7/1/03	12/31/04	\$145,500.00	\$0.00	\$145,500.00

### Project Description

The Indianapolis Foundry (IFP) is part of the Powertrain Organization of the Daimler Chrysler Corporation supplying castings for both car and truck engines. Sixty production workers will receive a wide range of technical training as well as Certificates of Technical Achievement in Advanced Manufacturing. Regrettably, IFP will be phased out over the next four years. The plant, which employs nearly 1,000, was one of seven approved for closure or sale. Allowing these workers the opportunity to increase their skills and also be trained on the latest technology will help them be more employable at other Daimler Chrysler locations and, if necessary, help them find new employment more quickly.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
60	26	0	\$0.00	United Auto Workers, Local 550

### Results

Projected Outcomes: Certificates of Technical Achievement in Advanced Manufacturing

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	26	26	0	16	10	0	26

<u>Age</u>												<u>Total</u>
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
0	0	2	6	4	2	5	4	2	0	0	1	26

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>		
18	6	0	1	0	1	0		26

### Training Provider(s)

Central Nine Career Center	1999 US 31 S	Greenwood	IN	46143
American Foundry Society	1695 Penny Lane	Schaumburg	IL	60173



## Daimler Chrysler- Kokomo Transmission Plant

Motor Vehicle Parts Mfg.

Incumbent Worker Training Fund (IWTF), 45%

Kokomo

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3A-148	8/1/03	2/4/05	\$214,000.00	\$0.00	\$214,000.00

### Project Description

Daimler Chrysler Corporation has always been an important employer in the Kokomo region. It is an international, publicly held manufacturer of automobiles, vans, trucks, and sport utility vehicles and recently opened its fourth facility with approximately 1500 employees. DaimlerChrysler/UAW is committed to enhancing the educational and employment opportunities for its employees and has long been a supporter of educational endeavors in the Kokomo community. By giving workers the opportunity to gain new technical skills, it can establish new levels of competitiveness and productivity. One hundred workers will receive job setter training and go on to earn Certificates of Technical Achievement in Advanced Manufacturing.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
100	0	0	\$0.00	United Auto Workers

### Results

Projected Outcomes: Certificates of Technical Achievement in Advanced Manufacturing

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
0	0	0	0	0	0	0	0

### Training Provider(s)

DC Wilson

1825 B S Plate St

Kokomo

IN 46901

## Daimler Chrysler- Kokomo Transmission Plant

Motor Vehicle Parts Mfg.

Incumbent Worker Training Fund (IWTF), 55%

Kokomo

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-20	7/2/03	6/30/04	\$246,554.86	\$235,034.44	\$11,520.42

### Project Description

DaimlerChrysler Corporation has a significant presence in Indiana, with four plants in Kokomo and their Foundry in Indianapolis. The Kokomo Transmission Plant manufactures 2.3 million transmissions a year. As production machinery changes in the plants, corresponding upgrades in employees' skills are required to maintain critical equipment. The primary goal of the AUW/DaimlerChrysler Journeyman Upgrade Program is to keep abreast of the changing skills that the journeymen need in the highly technical manufacturing environment in which they operate. This year's Incumbent Worker Training grant was projected to provide training to upgrade the skills of 72 journeymen and apprentices. Unfortunately, due to uncontrollable circumstances, the Plant was only able to complete training for 25 Apprenticeship Certifications and 24 Journey Level upgrades. All remaining funds were de-obligated and returned to the Incumbent Worker Training Fund.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
72	49	49	\$1.08	United Auto Workers

### Results

25 Apprenticeship Certifications and 24 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
2	47	49	0	19	30	0	49

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	6	13	12	9	6	0	3	0	0	0	49

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
48	1	0	0	0	0	0	49

### Training Provider(s)

Ivy Tech State College

1815 E Morgan St

Kokomo

IN 46901

## Daimler Chrysler-Kokomo Casting Plant

Aluminum Die Castings Mfg.

Incumbent Worker Training Fund (IWTF), 55%

Kokomo

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-21	7/2/03	6/30/04	\$238,096.64	\$169,259.53	\$68,837.11

### Project Description

Daimler Chrysler Corporation is an international, publicly held manufacturer of automobiles, vans, trucks, and sport utility vehicles. The corporation has a significant presence in Indiana, with four plants in Kokomo. The Kokomo Casting Plant is the world's largest die cast facility and supplies aluminum casting to the three transmission plants in the area. The Kokomo Casting Plant produces 82 different aluminum parts for automotive components, 12 transmission and transaxle casings. The primary goal of the DaimlerChrysler/UAW Apprenticeship Program is to develop skilled journeymen capable of functioning in the highly technical manufacturing facilities that they are responsible for maintaining. Quality classroom related training for the apprentices has always been the goal of Daimler Chrysler. As production machinery changes in the plants, corresponding upgrades in employee skills are required to maintain critical equipment. The \$238,096.64 Incumbent Worker Training grant enabled the training of 15 apprentices, and upgraded the skills of 188 journeymen.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
211	203	203	\$0.09	United Auto Workers, Local 1199

### Results

15 Apprenticeship Certifications and 188 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>					<u>Age</u>				<u>Ethnic Background</u>								
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>	<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
2	201	203	1	162	40	0	203	0	0	14	25	37	37	34	28	19	7	2	0	203
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>													
200	3	0	0	0	0	0	203													

### Training Provider(s)

Ivy Tech State College

1815 E Morgan St

Kokomo

IN 46901

**Daimler Chrysler-Kokomo Casting Plant****Aluminum Die Castings Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Kokomo**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3D-148	8/1/03	7/31/04	\$200,000.00	\$0.00	\$200,000.00

**Project Description**

Daimler Chrysler is an international, publicly held manufacturer of automobiles, vans, trucks, and sport utility vehicles. The Kokomo Casting Plant supplies aluminum casting to its transmission plants in Kokomo. UAW/DaimlerChrysler is committed to increasing the technical skills of its employees. With the assistance of this year's Incumbent Worker Training grant, 161 employees will be trained in robotics, die cast theory, and various technical courses, which will ensure a workforce that can operate and work on highly technical machinery.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
161	0	0	\$0.00	United Auto Workers, Local 685

Results

Projected Outcomes: 63 Certificates of Technical Achievement and 98 Journey Level upgrades

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
0	0	0	0	0	0	0	0

**Training Provider(s)**

IDRA Prince	1600 N Ann St	Kokomo	IN	46901
DC Wilson	1825 S Plate St	Kokomo	IN	46901

## Daviess County Growth Council

Business Assn.

Incumbent Worker Training Fund (IWTF), 45%

Washington

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-2-140	4/15/03	10/15/04	\$99,380.00	\$69,790.00	\$29,590.00

### Project Description

The Daviess County Growth Council (DCGC) was awarded a \$99,380 Incumbent Worker Training (IWT) grant to allow 31 local industry workers to begin a tiered training program developed by DCGC. The program features training presented in a community-wide approach and is employer driven, addressing the incumbent worker, and the underemployed. Anticipated outcomes include 31 10-Core Certificates of Technical Achievement (CTA) to be issued by the Department of Workforce Development. As of June 30, 2004, \$69,790 has been expended toward training with 26 trainees completing their course work to obtain their certificates.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
31	30	26	\$0.98	N/A

### Results

26 10-Core Certificates of Technical Achievement

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
17	13	30	1	29	0	0	30

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	3	4	7	8	5	1	2	0	0	0	0	30

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
29	1	0	0	0	0	0	30

### Training Provider(s)

Workforce Development Concepts

PO Box 270

Odon

IN 47562

## Daviess County Growth Council

Business Assn.

Regional Skill Alliance (RSA)

Washington

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-3-140	4/22/03	4/21/04	\$24,120.00	\$24,120.00	\$0.00

### Project Description

The Daviess County Growth Council (DCGC) was awarded a \$24,120 Incumbent Worker Training (IWT) grant to allow six local industry workers to begin a tiered training program developed by DCGC. The program features training presented in a community-wide approach and is employer driven, addressing the incumbent worker, and the underemployed. Anticipated results will include six 10-Core Certificates of Technical Achievement (CTA) to be issued by the Department of Workforce Development. At the conclusion of this grant, eight trainees completed the program to receive their certificates.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
6	10	8	\$0.44	N/A

Results

8 10-Core Certificates of Technical Achievement

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>								
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>				
10		10	0	10	0	0	10				

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	1	1	1	3	0	2	1	0	0	0	10

<u>Ethnic Background</u>									
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>		
10	0	0	0	0	0	0	10		

### Training Provider(s)

Workforce Development Concepts

PO Box 270

Odon

IN 47562

**Decatur Mold****Special Dies & Tools Mfg.****Incumbent Worker Training Fund (IWTF), 55%****North Vernon**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3a-102-B10	1/8/04	6/30/04	\$25,874.00	\$9,886.11	\$15,987.89

**Project Description**

In 1966 Decatur Mold was a five-man shop with 2,400 square foot facility with excellent work ethic and desire to provide the best service and quality the industry had to offer. That commitment has proven successful and now Decatur Mold has grown to a world class manufacturing facility, with 160 employees. The company was awarded a \$25,874 training grant to train nine apprentices. Decatur Mold has been very supportive of their apprenticeship program. All nine trainees enrolled in the apprenticeship program and received Apprenticeship Certifications.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$2.46	N/A
9	9	9		

Results

9 Apprenticeship Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	9	9	0	9	0	0	9

<u>Age</u>											<u>Total</u>	
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	5	1	2	1	0	0	0	0	0	0	0	9

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
9	0	0	0	0	0	0	9	

**Training Provider(s)**

Ivy Tech State College

PO Box 1763

Indianapolis

IN 46206

## Delphi Delco Electronics

Household Audio &amp; Video Equip. Mfg.

Incumbent Worker Training Fund (IWTF), 45%

Kokomo

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-156	10/1/03	9/30/05	\$208,404.00	\$145,420.00	\$62,984.00

### Project Description

Delphi Delco Electronics Systems, a division of Delphi Corporation, is a major supplier of automotive electronics that stretches back to 1936 when car radios were assembled by hand. Each decade has brought technological and global business growth. Delphi Delco was awarded \$208,404 to train 100 employees on advanced engineering tools and 20 employees on General Surface Mount platform electronic assembly equipment. Each participant will be awarded a Certificate of Technical Achievement in Advanced Manufacturing. Rich Mince, Shop Chairman, UAW Local 292 said, "UAW Local 292 is one of the best educated and trained workforces in the world. The accelerating technological changes in the workplace require constant skill enhancement and training to maintain a competitive edge. The Workforce Development grant enables our workforce to meet the standards necessary to meet the needs of an ever-changing environment." Currently, 75 employees have received a Certificate of Technical Achievement.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
120	75	75	\$0.00	United Auto Workers, Local 292

### Results

75 Certificates of Technical Achievement in Advanced Manufacturing

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>					
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>	
11	64	75	0	2	72	1	75	

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	5	6	2	8	15	17	15	7	0	0	75

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
71	3	1	0	0	0	0	75	

### Training Provider(s)

EDS PLM Solutions - Unigraphics Solutions	38695 Seven Mile Rd	Livonia	MI 48512
Universal Instruments Corp	900 Pyott Rd, Suite B	Crystal Lake	IL 60014



**Delphi Delco Electronics****Household Audio & Video Equip. Mfg.****Incumbent Worker Training Fund (IWTF), 55%****Kokomo**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-7	7/2/03	6/30/04	\$216,769.19	\$161,387.06	\$55,382.13

**Project Description**

Delphi Delco Electronics Systems is a diversified supplier of automotive components, systems, and modules. They design and build components, modules, and systems for global vehicle manufacturers. The division in Kokomo manufactures a wide diversity of products, including integrated circuits, plastic molded parts, sheet metal parts, audio boards, tuners, heater/AC controls, amplifiers, pressure sensors, power modules, voltage regulators, ignition modules, and power train products. They were a \$216,769.19 training grant to train 79 of its workers. The primary goal of the Delphi Delco Electronics/UAW Apprenticeship Program is to develop skilled journeymen capable of functioning in the highly technical manufacturing facilities that they are responsible for maintaining. At the conclusion of the grant, 69 trainees had enrolled in the program with 68 completing Apprenticeship Certifications one obtaining a Journey Level upgrade.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
79	69	69	\$2.29	United Auto Workers, Local 292

Results

68 Apprenticeship Certifications and 1 Journey Level upgrade

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
11	58	69	0	24	44	1	69

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
1	6	15	21	14	6	3	3	0	0	0	0	69

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
61	1	6	1	0	0	0	69	

**Training Provider(s)**

Ivy Tech State College

1815 E Morgan St

Kokomo

IN 46901

## DePuy Orthopedics

### Orthopedics Supplies Mfg.

Incumbent Worker Training Fund (IWTF), 45%

### Warsaw

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-194	4/26/04	4/26/05	\$28,000.00	\$0.00	\$28,000.00

### Project Description

DePuy is the oldest manufacturer of orthopedic implants in the United States. The company was founded in 1895 when Revra DePuy, a salesman, introduced wire splints to replace wooden ones that were being used for stabilizing fractures. Today, DePuy Inc. consists of several companies. DePuy Orthopedics, Inc. is a leading designer, manufacturer and distributor of orthopedic devices and supplies including hip, knee, ankle, shoulder, wrist, and finger replacements, and operating room products. In efforts to increase productivity, efficiency and consistency in performance, DePuy seeks to equip their employees with the essential skills for effective project management. This year's Incumbent Worker Training grant will support eight employees to be trained and certified as globally recognized Project Management Professionals (PMP). Currently, three trainees have completed coursework to obtain their PMP certifications.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
8	3	3	\$0.00	Paper, Allied Industry, chemical & Energy (PACE), Local 6-0809

### Results

3 Information Technology Project Management Professional Certifications

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>							
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>			
0	3	3	0	0	3	0	3			

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	1	1	0	1	0	0	0	0	0	3

<u>Ethnic Background</u>									
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>		
3	0	0	0	0	0	0	3		

### Training Provider(s)

Praxis Learning Networks	6325 Digital Way Suite 100	Indianapolis	IN	46278
Purdue University	425 W State St	West Lafayette	IN	47904

**Dover Diversified (Cook Airtomic)****Aircraft Engine Parts Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Jeffersonville**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-165	1/1/04	1/1/06	\$34,088.00	\$0.00	\$34,088.00

**Project Description**

Dover Diversified (Cook Airtomic) was awarded a \$34,088 to enroll sixteen workers in apprenticeship programs. Dover Diversified is a business specializing in engine sealant for the airline and aerospace industries. As new processes in the flight industry are developed, the skill-sets for each employee must be raised to keep the efficiency and quality of their product superior. The apprenticeship programs included in this grant will make these workers specialized in a very volatile industry while making their skills transferable in the labor market. This program began training on January 01, 2004 and has no data to report at this time.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
16	0	0	\$0.00	International Association of Machinists and Aerospace Workers, local 681

Results

Projected Outcomes: 12 Machinist, 1 Maintenance, and 2 Quality Control Apprenticeship Certifications; 1 Associate Degree in Engineering

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
0	0	0	0	0	0	0	0

**Training Provider(s)**

Prosser Technical College	618 E Market St	New Albany	IN	47150
Indiana University SE	4201 Grantline Rd	New Albany	IN	47150

## East Central Indiana Workforce Investment Board

### Job Training Service

### Regional Skill Alliance (RSA)

#### Muncie

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-1-09	1/2/02	6/3/04	\$125,000.00	\$98,239.78	\$26,760.22

#### Project Description

The East Central Indiana Workforce Investment Board (ECIWIB) Health Care Alliance is an initiative of the Incumbent Worker Council, which represents area businesses, economic developers and workers from the five-county region. Health care had been identified as one of three industries experiencing skill shortages. To help the alliance reach its goals to increase skills, licenses, credentials, and wages of 52 health care workers, the ECIWIB was awarded a \$125,000 training grant. Twelve employers participated in this initiative and 77 individuals were enrolled in training. Sixty workers received a credential. "The average \$6.59 per hour wage gain, assuming full-time employment and no overtime, conservatively projects a net \$870,774 return on investment after one year," added Barbara Street, ECIWIB Director. "If the wages of the 39 new backfill hires are taken into account, the return on investment would raise to \$1,690,882 - a \$17 return on each dollar expended. This is the type of investment that is a win for everyone - the worker, the company, the local government and the state!"

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
52	77	60	\$6.48	N/A

#### Results

27 Associate Degrees and 15 Bachelor Degrees in Nursing and 18 Technical Certificates

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
71	6	77	0	6	71	0	77

<u>Age</u>											
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>
1	17	12	13	11	8	11	2	1	0	0	1
											<u>Total</u>
											77

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
75	1	0	0	1	0	0	77

#### Training Provider(s)

Ivy Tech State College	4301 S Cowan Rd	Muncie	IN 47307
Indiana University	2325 Chester Blvd	Richmond	IN 47374
Ball State University	2000 W University Ave	Muncie	IN 47306
Saint Francis	81111 S Emerson Ave	Indianapolis	IN 46237
Purdue University	1011 N 725 W	West Lafayette	IN 47906
Butler University	4600 Sunset Ave	Indianapolis	IN 46208
Clark State Community College	300 S Fountain Ave	Springfield	OH 45506

### Gain Education and Training (GET)

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-2-459	9/15/02	9/15/05	\$75,834.00	\$0.00	\$75,834.00

Eaton Corporation Truck Components Division (ETC) assembles and modifies transmissions used in light-and medium-duty trucks and buses for its North American customers and Navistar plants in Indiana. Market demands as well as customer expectations require that ETC increase their knowledge and skills to increase on-the-job decision-making, problem solving, and accountability essential to continuous improvement activities and to increase production efficiency and quality. ETC will be using its \$75,834 training grant to guide the design and delivery of 328 hours of on-site training for its employees. Instruction will be customized to ETC procedures and documentation and will be provided by the Walker Career Center. Though the program started off slow due to several changes in the organization, the company was granted an amendment that extended their contract. Currently, there are 81 students enrolled in the ETC program and they are on track to receive their 10-Core Certificate of Technical Achievement in Advanced Manufacturing by the end of the grant term.

## Results

## Demographics Of Trainees

Ethnic Background							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
72	6	1	1	2	0	0	82

**Training Provider(s)**73

**Eaton Corporation****Motor Vehicle Parts Mfg.****Incumbent Worker Training Fund (IWTF), 55%****Auburn**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-2	7/2/03	6/30/04	\$43,914.00	\$20,631.18	\$23,282.82

**Project Description**

Eaton Corporation, Fuller Clutch Division, began as the Auburn Clutch Company in 1936 and transitioned through Dana Corporation ownership from 1947 until Eaton Corporation acquired the Spicer Clutch Division in 1997. The marketplace demands quality error-free parts and assemblies, which requires continuous training and upgrading of skills for the employees. Eaton Corporation has recognized this need and has partnered with Ivy Tech State College and the Department of Workforce Development to have an apprentice and journeymen training program to meet those training requirements. While the current training program started slowly, Eaton used their \$43,914 Incumbent Worker Training grant to train six apprentices and one journeyman.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$1.11	United Auto Workers
22	7	7		

Results

6 Apprenticeship Certifications and 1 Journey Level upgrade

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	7	7	0	4	3	0	7

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	2	2	2	0	0	1	0	0	0	7

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
7	0	0	0	0	0	0	7

**Training Provider(s)**

Ivy Tech State College

3800 N Anthony Blvd

Fort Wayne

IN 46805

**Educational Trust Fund -- Plumbers and Pipefitters, UA Local 157****Labor Union****Incumbent Worker Training Fund (IWTF), 45%****Terre Haute**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-157	11/1/03	11/1/04	\$147,800.00	\$1,134.00	\$146,666.00

**Project Description**

Educational Trust Fund, located in Terre Haute, IN is a labor union training department. Their parent company is the Plumbers and Steam Fitters UA Local No. 157. To date, this IWT training grant for \$147,800 has helped over 92 journeymen receive their certifications in orbital tube welding, 16 have obtained Automatic Wire-Fed welding certificates, and 18 Surface Preparation certifications have been issued. Some students received more than one credential. Merri Daniel Grants Coordinator for Educational Trust Fund stated, "We are very pleased with the way this grant has assisted our journeymen in gaining state-of-the-art training in automatic wire feed welding and end preparation. With this training in hand, Local 157 can now offer skilled tradesmen and women at a moment's notice. Local employers will no longer be required to seek workers with this knowledge and skill level outside of the state of Indiana."

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
44	93	92	\$0.01	Plumbers and Pipefitters, Local 157

Results

92 Orbital Tube Welding Journey Level upgrades, 16 Automatic Wire-Fed Certifications, and 18 Surface Preparation Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>					
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>	
4	89	93	1	71	21	0	93	

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
1	3	3	11	11	17	26	13	7	0	1	0	93

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
91	2	0	1	0	0	0	94	

\*One person marked two ethnicities, thereby increasing the number from 93 to 94

**Training Provider(s)**

Educational Trust Fund	8707 E Milner Ave	Terre Haute	IN	47803
Educational Trust Fund	2555 S 30th St	Lafayette	IN	47905
Ivy Tech State College	501 S Airport St	Terre Haute	IN	47802

**Eli Lilly & Company****Pharmaceuticals Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Indianapolis**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3a-102-B8	11/5/03	6/30/04	\$15,863.00	\$9,392.11	\$6,470.89

**Project Description**

Eli Lilly & Company, founded on May 10, 1876, is a leader in the pharmaceutical industry. Eli Lilly has products marketed in 158 countries and major research and development facilities in nine countries and conducts clinical trials in more than 60 countries. The Eli Lilly grant was requested to support training of employees at the Parenteral Manufacturing Site located in Indianapolis, Indiana. Their employees are involved in manufacturing sterile injectable drug products including Insulin, Gemzar, Glucagon, Human Growth Hormone, and Olanzapine. In order to remain a viable company in the competitive pharmaceutical industry, there is an on-going need for skills and technologies to be updated and remain current. The maintenance mechanic role requires a broad skill set across several craft areas including electrical, pipefitting, and machinist. Standard training in a craft discipline does not cover the broad range of technical skills necessary to perform the maintenance mechanics role. Although the grant planned for 18 employees to take, a total of 20 employees enrolled with 11 earning a Career Development Certificate.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
18	20	11	\$0.82	N/A

Results

11 Career Development Certificates

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	20	20	0	12	8	0	20

<u>Age</u>											<u>Total</u>	
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
0	1	3	5	3	3	3	2	0	0	0	0	20

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>		
18	0	0	1	1	0	0		20

**Training Provider(s)**

Ivy Tech State College

PO Box 1763

Indianapolis

IN 46206



## Fairmont Homes

Mobile Homes Mfg.

Gain Education and Training (GET)

Nappanee

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-2-457	9/1/02	8/31/04	\$200,000.00	\$165,520.00	\$34,480.00

### Project Description

Fairmont Homes, Incorporated of Nappanee is a manufacturer of housing and the company also provides after-market services and support for their customers. Pursuing continuous improvement since the mid 1990s, Fairmont has instituted a corporate virtual university. Its long-term goal is to establish a method of rewarding employees based on demonstrated skill. The training provided by this grant has incorporated the awarding of both Certificates of Technical Achievement (CTAs) and college credit to employees. In this way, a three-way tie was created between the CTAs, college credit, and training in support of the need to acquire and demonstrate skills necessary to perform the job. Training began in September of 2002 and 402 employees were enrolled. This grant has helped 400 individuals receive 10-Core CTAs in Advanced Manufacturing or Business Support; and the same 400 individuals received customized CTAs in areas that directly apply to specific work within the company. Though, just shy of the end date, 25 people will receive their Associate Degrees this December. The training program has provided over 1300 portable, transferable credentials to the participants.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
400	402	400	\$0.00	N/A

### Results

400 10-Core Advanced Manufacturing/ Business Support Certificates of Technical Achievement and 400 customized CTAs

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>							
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>			
81	321	402	9	340	53	0	402			

<u>Age</u>													
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>	
3	32	53	76	77	36	47	35	23	13	6	1	402	

<u>Ethnic Background</u>									
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>		
376	1	25	0	0	0	0	402		

### Training Provider(s)

America, Information, & Marketing, Inc	4702 Lincolnway E	Mishawaka	IN	46544
Vincennes University	1000 Rowe St	Elkhart	IN	46516

## Federal Mogul Corporation

Motor Vehicle Parts Mfg.

Incumbent Worker Training Fund (IWTF), 45%

## Logansport

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-182	4/1/04	3/31/05	\$14,000.00	\$0.00	\$14,000.00

## Project Description

The Logansport facility of Federal Mogul began in 1947 as Switches, Inc., manufacturing automotive and industrial electrical components. Switches Inc. was purchased by Federal-Mogul Corp. in 1986. This operation currently consists of two major product lines: electrical fuel systems and mechanical fuel systems. Federal Mogul-Logansport must rely on highly technological equipment to manage its day-to-day operations. These functions include planning, scheduling, supplier/customer communication, procurement, product ordering/delivery and inventory tracking. The company was granted a \$14,000 Incumbent Worker Training grant will that provide advanced certification training for four Information Technology professionals supporting the various administrative functions of their Information System.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
4	3	0	\$0.00	United Steelworkers of America, Local 4863

## Results

Projected Outcomes: 4 Microsoft Certified Systems Administrator Certifications, 4 Microsoft Certified Systems Developer Certifications, and 4 Certified Novell Administrator Certifications

## Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
1	2	3	0	0	3	0	3

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	1	0	2	0	0	0	0	0	0	0	3

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
3	0	0	0	0	0	0	3	

## Training Provider(s)

New Horizons Computer Learning Center	11611 N Meridian St #200	Carmel	IN 46032
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**Federal Mogul, Inc****Carburetors, Piston Rings, and Valves Mfg****Incumbent Worker Training Fund (IWTF), 45%****South Bend**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3a-102-B3	8/1/03	6/30/04	\$165,378.05	\$143,114.55	\$22,263.50

**Project Description**

Federal Mogul is a leader in manufacturing pistons to OE automotive customers in the United States, Canada, Mexico, and Australia. Its major customers are General Motors and Ford. The pistons are manufactured from recycled secondary aluminum purchased from another Indiana company. The plant produces pistons on a 24/7 work schedule; and employs 565 people with skill levels ranging from unskilled to highly skilled. The facility maintenance apprenticeship program is critical to keeping all the equipment operational and minimizing down times. With the grant monies awarded to Federal Mogul, training was provided for eight apprentices and 18 journeymen, improving their skill levels in many areas.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
42	26	26	\$0.81	N/A

Results

8 Apprenticeship Certifications and 18 Journey Level upgrades

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	26	26	0	19	7	0	26

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	3	4	7	6	1	2	2	1	0	0	26

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
26	0	0	0	0	0	0	26

**Training Provider(s)**

Ivy Tech State College

220 Dean Johnson Blvd

South Bend

IN 46601

**Flexcel Jasper- Cherry Street****Misc. Mfg., NEC****Incumbent Worker Training Fund (IWTF), 45%****Jasper**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-163	11/30/03	11/30/05	\$30,800.00	\$0.00	\$30,800.00

**Project Description**

Flexcel is a group of companies specializing in quality wood products. The automation to compete with foreign producers, require the best maintenance technicians available. The Dubois county area has a low unemployment rate and the caliber of technician needed is difficult to find, so Flexcel does its own training to ensure a world class workforce. The ten trainees currently in the program are learning advanced skills in print reading, programmable logic controls, hydraulics and pneumatics, mechanical devices, and will receive a Customized Certificate of Applied Learning upon completion. The courses are taught by Vincennes University at the Vincennes Jasper campus.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
9	10	0	\$0.00	N/A

**Results**

Projected Outcomes: Customized Certificates of Applied Learning

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	10	10	0	9	1	0	10

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	0	2	1	2	0	1	1	1	0	1	10

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
10	0	0	0	0	0	0	10

**Training Provider(s)**

Vincennes University	1002 N First St	Vincennes	IN 47591
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## Fort Wayne Newspapers

### Newspaper Publishing

Incumbent Worker Training Fund (IWTF), 45%

### Fort Wayne

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3b-102-B1	1/1/04	6/30/04	\$41,181.00	\$18,564.62	\$22,616.38

### Project Description

Fort Wayne Newspapers was granted a \$41,181 training grant to train 21 of its workers. Within this grant period, 17 enrolled and are receiving courses to obtain a Career Development Certificate. As these courses were presented more employees have expressed a desire to enroll in classes. The company states that the upgrading employees skills has been most beneficial and has improved the outlook for maintenance of the new equipment and processes planned for future installation. Having courses onsite enabled greater participation than would have otherwise been possible.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
21	17	0	\$0.00	Graphic Communications Union, Local 19M

### Results

Projected Outcomes: Career Development Certificates

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
6	11	17	0	9	8	0	17

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	0	0	3	6	6	0	1	0	0	0	17

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
15	2	2	1	1	1	0	22

\*One person marked all ethnicities, thereby increasing the number from 17 to 22

### Training Provider(s)

Ivy Tech State College

3800 N Anthony Blvd

Fort Wayne

IN 46805

**G & T Industries****Textiles Mfg. NEC****Incumbent Worker Training Fund (IWTF), 45%****Jasper**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-159	11/1/03	11/1/05	\$50,872.00	\$28,925.00	\$21,947.00

**Project Description**

G&T Industries has been operating in Jasper since 1993. For the first eight years, it fabricated urethane foam chair cushions for the office industry and after that it diversified into packaging and industrial markets. G&T hopes to increase productivity and deliver a higher quality product by offering continuous process improvement and advanced manufacturing training to 25 of its employees. After the training is finished, each worker will be awarded a Certificate of Technical Achievement in Advanced Manufacturing. During this reporting period, 34 employees were enrolled in training and 235 hours of training were delivered.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
25	34	0	\$0.00	N/A

Results

Projected Outcomes: Certificates of Technical Achievement in Advanced Manufacturing

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
14	20	34	11	16	7	0	34

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
1	4	9	4	3	4	2	1	3	2	0	1	34

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
23	0	10	1	0	0	0	34

**Training Provider(s)**

Terry Surgener	2948 Sharon Valley Rd NE	Granville	OH 43023
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**GECOM, Inc.****Motor Vehicle Parts Mfg.****Gain Education and Training (GET)****Greensburg**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-2-467	6/1/03	5/31/06	\$200,000.00	\$59,218.50	\$140,781.50

**Project Description**

GECOM is one of the world's largest global manufacturers of door latches, trunk locks, door handles, and other automotive components. In 2000, GECOM was growing so rapidly that it could not fill its management, engineering, and supervisory positions. The labor force for these positions in this rural community was depleted. This all changed after GECOM received its first Advance Indiana training grant. "Eighty percent of its positions are being filled in house," said Richard Woodward, corporate trainer. GECOM was awarded another \$200,000 training grant that will continue to help GECOM develop the skills of its existing talent over a 3-year period. One hundred and ninety-five workers will be going back to school to earn Associate Degrees and enroll in apprenticeship programs. To date, 91 employees have enrolled in Associate Degree programs, 11 are in pre-apprenticeship training, and 53 employees are in enrolled in an apprenticeship-training program. Thirteen employees are taking advantage of more than one training program.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
195	142	7	\$1.82	N/A

**Results**

1 Associate Degree and 6 Apprenticeship Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>							
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>			
71	71	142	0	121	21	0	142			

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
2	20	33	27	18	15	12	3	3	0	0	9	142

<u>Ethnic Background</u>									
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>		
140	1	1	0	0	0	0	142		

**Training Provider(s)**

Ivy Tech State College	4475 Central Ave	Columbus	IN 47203
Purdue University	4601 Central Ave	Columbus	IN 47203

**General Devices Company, Inc.****Hardware Mfg., NEC****Gain Education and Training (GET)****Indianapolis**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-2-454	7/1/02	6/30/04	\$197,155.00	\$29,576.00	\$167,579.00

**Project Description**

General Devices (GD), located in Indianapolis, produces patented telescoping balls and roller bearing bottom mount slides. In addition, GD constructs electronic enclosures and relay racks for the computer, broadcast, telecommunications, military, medical, and aerospace industries. The company currently employs approximately 420 workers in four facilities. This grant will provide for on-site training and certification of stamping and punch press operators, welders, quality inspectors, assemblers, and other personnel. The training will assist in standardizing and objectifying internal criteria for promotions and other company advancements; implementing advanced manufacturing processes; refining communication and data collection processes; and preparing for QS certification demanded by GD's customers. Upon completion of their Certificate of Technical Achievement (CTA), graduates will qualify for promotions and pay raises. A decline in business contributed to a substantial decrease in participants, 78 participants enrolled in training. All 78 of those participants have successfully completed their 10-Core CTA.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
275	78	78	\$0.53	N/A

**Results**

78 10-core Certificates of Technical Achievement in Advanced Manufacturing

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
11	67	78	8	67	2	1	78

<u>Age</u>											<u>Total</u>	
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
0	2	5	6	7	21	16	10	8	3	0	0	78

<u>Ethnic Background</u>							<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	
73	1	2	0	2	0	0	78

**Training Provider(s)**

Walker Career Center	9651 E 21st St	Indianapolis	IN 46229
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## General Electric Plastics

Plastics Materials, Synthetic Resins Mfg.

Incumbent Worker Training Fund (IWTF), 45%

Mt Vernon

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-102-B16	8/6/03	6/30/04	\$199,666.15	\$130,837.47	\$68,828.68

### Project Description

The General Electric Plastics the world leader in engineering thermoplastics technology, and offers the industry's broadest and deepest materials portfolio. The GE Plastics – Mt. Vernon plant began production in 1960, which makes the plant 42 years old. As a result, the age of the majority of the workforce is near retirement. It is expected that more than a 20% turnaround will be seen in the next five years in the apprenticeship classification. In order to maintain stable production there must be a level of skill among the apprentices. Considering the significant turnaround that will be occurring in the next few years it became critical that a number of employees successfully complete the apprenticeship program. Fifty people enrolled in this program and 50 received Apprenticeship Certifications.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
80	50	50	\$0.00	N/A

### Results

50 Apprenticeship Certifications

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
2	48	50	1	20	29	0	50

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	6	12	22	8	1	1	0	0	0	50

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
48	1	1	0	0	0	0	50

### Training Provider(s)

Ivy Tech State College

3501 First Ave

Evansville

IN 47710

## General Mills Corporation

Prepared Flour Mixing &amp; Dough Mfg.

Incumbent Worker Training Fund (IWTF), 55%

New Albany

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-8	7/2/03	6/30/04	\$131,149.06	\$120,303.23	\$10,845.83

### Project Description

The General Mills Corporation was awarded an Incumbent Worker Training grant to train 73 apprentices and upgrade journey-level workers. The General Mills Corporation and Ivy Tech State College partnered to develop a program that would provide training to maintain and expand the skilled trades within the company. The training project is designed for workers in machine maintenance/installation and electrical positions. At the conclusion of this grant, 64 people enrolled in training with 12 completing Apprenticeship Certifications and 52 earning a Journey Level Upgrade.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
73	64	64	\$0.13	Bakery, Confectionary, Tobacco Workers and Grain Millers Union (BCTWGM), Local 33g

Results  
12 Apprenticeship Certifications and 52 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
2	62	64	0	64	0	0	64

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	1	6	5	16	13	11	8	3	0	0	64

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
64	0	0	0	0	0	0	64

### Training Provider(s)

Ivy Tech State College

8204 Hwy 311

Sellersburg

IN 47172

## GM Fort Wayne Truck Assembly

Motor Vehicle and Passenger Car Body Mfg.

Incumbent Worker Training Fund (IWTF), 55%

Roanoke

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-12	7/2/03	6/30/04	\$197,371.00	\$163,471.49	\$33,899.51

### Project Description

One of the core beliefs of General Motors (GM) is that learning is a life long process. The company believes that to remain competitive in the global marketplace and to continue to produce a quality product employees must be trained and retrained. GM Fort Wayne Assembly Plant strives to continuously upgrade the skills and knowledge of its employees. With this grant, GM was able to train 24 apprentices and upgrade the skills of 88 journey level persons. This reflects an increase of 24.4% of employees trained over the previous year.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
124	112	112	\$2.45	United Auto Workers, Local 2209

### Results

24 Apprenticeship Certifications and 88 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
14	98	112	0	31	79	2	112

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	9	11	10	16	23	23	17	2	0	0	112

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
100	4	6	0	2	0	0	112

### Training Provider(s)

Ivy Tech State College

3800 N Anthony Blvd

Fort Wayne

IN 46805

## Grant County Economic Growth Council

Business Assn.

Regional Skill Alliance (RSA)

Marion

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-3-137	8/15/03	7/31/04	\$74,418.00	\$59,689.00	\$14,729.00

### Project Description

Grant County Economic Growth Council was awarded a \$74,418 grant to help local health care providers increase the number of Registered and Licensed Practical Nurses (LPN) in their service area. The training is administered through Tucker Career and Technology Center and Indiana University Kokomo Division of Nursing. Individuals employed by Marion General Hospital and Bradner Village are enrolled in LPN Training offered through Tucker Career and Technology Center. Currently, eight people are enrolled in training and \$58,689 has been expended.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
11	8	0	\$0.00	N/A

### Results

Projected Outcomes: 11 Associate Degrees in Nursing

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
8		8	0	0	8	0	8

<u>Age</u>											<u>Total</u>	
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
0	3	3	1	0	1	0	0	0	0	0	0	8

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>		
8	0	0	0	0	0	0		8

### Training Provider(s)

Tucker Area Technical Center	107 S Pennsylvania St	Marion	IN 46952
IU- Kokomo	2300 S Washington St	Kokomo	IN 46902

## Guardian Automotive Products

Glass Products Mfg.

Incumbent Worker Training Fund (IWTF), 45%

Ligonier

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-186	2/4/04	2/1/06	\$48,999.00	\$0.00	\$48,999.00

### Project Description

Guardian Automotive is a leading global manufacturer of float and fabricated glass, an international supplier of external vehicle systems to the automotive industry, and a distributor of building products for residential and commercial industries. Increases in technology and competition have made advanced education a requirement for success. To date, 45 maintenance and mold shop employees have enrolled in a customized training program developed by Ivy Tech State College and they will earn college credit towards an Associate Degree and a Career Development Certificate or Technical Certificate. Once a certain number of courses have been completed, employees will receive pay increases and improved opportunities for advancement.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
38	45	1	\$2.65	N/A

### Results

1 Career Development Certificate and/or Technical Certificate

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	45	45	0	40	5	0	45

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	11	10	3	6	9	2	4	0	0	0	45

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
43	1	1	0	0	0	0	45

### Training Provider(s)

Ivy Tech State College

3800 N Anthony Blvd

Fort Wayne

IN 46805

## Guardian Automotive Products

Glass Products Mfg.

Gain Education and Training (GET)

Ligonier

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-1-445	1/1/02	1/31/04	\$51,239.00	\$38,429.25	\$12,809.75

### Project Description

Guardian Automotive Products is a Tier 1 supplier to the automotive industry. Due to increasing competition, the need for advanced education is imperative. With the help of Ivy Tech State College, curriculum was developed for Maintenance Mechanics and Mold Shop employees to earn either a Career Development Certificate or a Technical Certificate. All will earn 24 college credit hours toward a degree at the completion of the program. This grant for \$51,239 made the training, which began January 1, 2002, possible. Thirty employees planned to be a part of this program, forty people enrolled, and four people have quit training. Employees that are part of this training program will receive regular pay raises. Business conditions have caused a large amount of overtime. This overtime had an affect on the group involved in this training, the maintenance and mold shop employees. Even so, this group completed approximately 44% of the training. Roughly 32% of the students have completed over 70% of the training program. They have five employees who are close to earning their Associate's Degrees. Mike Corner of Guardian stated, "This training program helps us in a number of ways. First it has helped increase the knowledge level of our current employees. Second, it has helped us attract & recruit other quality maintenance and tooling employees. (Also, we've been able to recruit several good employees who've had the misfortune of being downsized by other companies.) Third, it has given a systematic approach for education and self-improvement to our employees, thus providing a stable workforce. This training is an invaluable tool for us and we appreciate the opportunity to participate in this training program."

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
30	44	0	\$0.00	N/A

### Results

Projected Outcomes: Career Development Certificates or Technical Certificates

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>						
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>		
0	44	44	0	42	2	0	44		

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	9	9	5	7	7	3	3	0	0	0	44

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
43	0	1	0	0	0	0	44	

### Training Provider(s)

Ivy Tech State College

3800 N Anthony Blvd

Fort Wayne

IN 46805

## Guardian Industries - Auburn

Glass Products Mfg.

Gain Education and Training (GET)

Auburn

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-1-444	1/1/02	1/31/04	\$74,674.00	\$18,668.40	\$56,005.60

### Project Description

Guardian Industries in Auburn, Indiana, is a Tier 1 supplier to the automotive industry. Due to increasing competition, the need for advanced education is imperative. With the help of Ivy Tech State College, curriculum was developed for Maintenance Mechanics and Mold Shop employees to earn either a Career Development Certificate, Technical Certificate, or Associate degree. The grant that began in the January of 2002, helped 8 people achieve their training goals and complete the program. Unfortunately, due to failure in complying with the requirements needed to evaluate the CTA's in the required time period, Guardian was not able to count the remaining employees as completions. The employees, are however, finishing the training and still feel that the grant has been very beneficial for them. Linda Bixby, Guardian's Human Resource Generalist stated, "This grant has been a great benefit for our Maintenance and Mold Shop Technicians taking classes at Ivy Tech. Our entire team has found this to be a great resource. All of our Maintenance and Mold Shop technicians have taken advantage of this program at one time or another. With each successful class taken we administer an increase in pay for our Techs. This helps to motivate them to continue their education." The remaining \$56,005.60 of the de-obligated funds was returned to the GET pool of funds.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$2.18	N/A
47	49	8		

### Results

8 Career Development Certificates or Technical Certificates

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>							
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>			
0	49	49	0	25	24	0	49			

<u>Age</u>													
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>	
0	2	7	14	16	6	2	1	1	0	0	0	49	

<u>Ethnic Background</u>									
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>		
46	2	0	0	1	0	0	49		

### Training Provider(s)

Ivy Tech State College

3800 N Anthony Blvd

Fort Wayne

IN 46805

**Guide Corporation****Lighting Equip. Mfg., NEC****Incumbent Worker Training Fund (IWTF), 55%****Anderson**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-29	8/6/03	6/30/04	\$182,936.00	\$141,374.49	\$41,561.51

**Project Description**

Guide Corporation, one of the largest North American manufacturers of exterior lighting products for the automotive industry, is one of the staple industries of the Anderson/Madison County area. Employing over 1700 area residents, Guide places an emphasis on the education of its employees. With the support of UAW Local 663, Guide encourages employees to increase their skills through training funded by the Incumbent Worker Training (IWT) grant. Guide has continued its long standing association with Ivy Tech State College as a provider of that training. The IWT training grant has provided Guide Corporation with an opportunity to assist both Apprentices and Journeypersons to increase their skill levels which, in turn, allows Guide to provide better and higher quality service to its customers, remain competitive in the automotive lighting market, and to provide continuing employment to the people of Madison County, and surrounding communities. Even with time constraints, 14 students completed their apprenticeship training during the year, and a total of 38 journeypersons received upgrade training which assisted them to keep pace with new equipment and technology being used at the plant.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
95	52	52	\$0.22	United Auto Workers, Local 663

Results

14 Apprenticeship Certifications and 38 Journey Level upgrades

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
2	50	52	0	42	10	0	52

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	4	8	6	12	15	5	1	0	0	0	52

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
50	2	0	0	0	0	0	52

**Training Provider(s)**

Ivy Tech State College

PO Box 1763

Indianapolis

IN 46206



## Gulf Stream Coach

Reconstituted Wood Products Mfg.

Gain Education and Training (GET)

Nappanee

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-2-456	9/1/02	8/31/04	\$200,000.00	\$48,000.00	\$152,000.00

### Project Description

Gulf Stream Coach, Inc. was founded in 1983 and is a manufacturer of motorized and towable recreation vehicles. Gulf Stream also provides after market services and support for the recreational vehicles it manufactures. Pursuing continuous improvement since the mid 1990s, Gulf Stream has instituted a corporate virtual university. The training project was implemented in phases, under the guidance, development implementation, and administration assistance of America, Information & Marketing, Inc. The primary goal of the grant was to build employee involvement, establish a baseline understanding of advanced manufacturing processes, and firmly ground employees in what it takes to have a continuous improvement process focus on world-class manufacturing. The company identified its training needs which includes customized courses and catalogue courses in various areas, as well as general education courses required to complete an Associate Degree. This training grant has helped 403 students receive three different individually specialized Certificates of Technical Achievement (CTA). Additionally, all 403 individuals received a 10-core CTA in Advanced Manufacturing/ Business Support and 25 individuals are scheduled to receive Associate Degrees in December, just slightly shy of the end date of the grant.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
400	403	403	\$0.00	N/A

### Results

403 Certificates of Technical Achievement in Advanced Manufacturing/ Business Support, and multiple Customized Certificates of Technical Achievement

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
94	309	403	0	403	0	0	403

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
9	44	50	60	72	63	41	25	28	8	0	3	403

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
383	0	18	0	0	0	2	403

### Training Provider(s)

America, Information, & Marketing, Inc	4702 Lincolnway E	Mishawaka	IN	46544
Vincennes University	1000 Rowe St	Elkhart	IN	46516

## Gunite Corporation

Motor Vehicle Parts Mfg.

Incumbent Worker Training Fund (IWTF), 55%

Elkhart

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-3	7/2/03	6/30/04	\$7,235.00	\$5,392.89	\$1,842.11

### Project Description

Gunite Corporation is a leading producer of ductile and gray iron wheel-end components for the heavy truck industry. The machining and assembly plant located in Elkhart, Indiana produces wheel-hubs, brake drums, rotors and spoke wheels for Class 6, 7, and 8 trucks and trailers. Gunite provides products identified by their quality and reliability to original equipment manufacturers and the aftermarket throughout North America, South America and the world. Gunite is the leading supplier to the heavy truck industry. The original plan at the beginning of the year was for three apprentices to be trained during this period. Gunite expanded its apprenticeship pool with an additional four new apprentices mid-year requiring an addendum to the original grant request. While the apprentices have a curriculum to follow, Ivy Tech State College, the training provider, needed to substitute several classes due to course offerings and the need to build on skill levels to make the apprentice's educational experience successful. At the conclusion of this grant, all seven planned trainees received Apprenticeship Certifications.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
6	7	7	\$0.84	International Brotherhood of Teamsters, Local 364
<u>Results</u>				
7 Apprenticeship Certifications				

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	7	7	0	3	4	0	7

<u>Age</u>											
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>
0	0	0	1	5	1	0	0	0	0	0	0

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
6	1	0	0	0	0	0	7

### Training Provider(s)

Ivy Tech State College

220 Dean Johnson Blvd

South Bend

IN 46601

**Haynes International Inc.****Rolling, Drawing, Extruding of Nonferrous Metals Mfg.****Incumbent Worker Training Fund (IWTF), 55%****Kokomo**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-4	8/1/03	6/30/04	\$61,365.83	\$30,582.47	\$30,783.36

**Project Description**

Haynes International develops, manufactures, and markets technologically advanced, high performance alloys. These alloys are used in the aerospace and chemical processing industries. The company's products include high temperature alloys and corrosion resistant alloys. Twelve apprentices were enrolled in fall semester 2003 and they completed their classroom related training at the end of the fall semester. The grant was modified and approved to include journeymen upgrade training. Three journeymen received mobile crane training and high voltage training. Ivy Tech State College-Region 5 has had a successful year with its partnership with Haynes International. A major component of successful training is linked to quality instruction, equipment, supplies, and facilities. The grant allowed Ivy Tech to utilize its full time and adjunct instructors to their fullest potential. The cooperative effort between the United Steelworkers Union/Haynes International, Ivy Tech State College, and Indiana Department of Workforce Development has allowed Haynes International apprentices and journeymen quality instruction in their training courses.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$0.5	United Steelworkers of America, Local 2958
24	15	15		

**Results**

12 Apprenticeship Certifications and 3 Journey Level upgrades

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	15	15	0	10	5	0	15

<u>Age</u>											<u>Total</u>	
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
0	0	3	5	2	2	2	1	0	0	0	0	15

<u>Ethnic Background</u>							<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	
14	0	0	1	0	0	0	15

**Training Provider(s)**

Ivy Tech State College

1815 E Morgan St

Kokomo

IN 46901

**Hi-Tech (formerly Citation, Albion)****Industrial & Commercial Machinery Mfg., NEC****Gain Education and Training (GET)****Albion**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-2-460	9/1/02	3/1/05	\$97,067.00	\$47,098.63	\$49,968.37

**Project Description**

Hi-Tech, Incorporated is a production machinery for the automotive, agriculture, heavy equipment and marine industries. The past decade has brought incredible technological advances to its industry, making the company feel as though the skills of its workforce have not kept pace with these advancements. Through the Gain Education and Training (GET) grant, Hi-Tech's employees will earn a Machining operation certificate as well as 18 credit hours from Vincennes University. Participants can later utilize their credit hours by pursuing an Associate Degree through the company's tuition reimbursement program. Tracy Tipton, HR Manager for Hi-Tech stated, "Our employees are benefiting from the training that they're receiving, however we are expecting to receive the most bang-for-the-buck with our next two classes that deal specifically with machining."

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
55	51	0	\$0.00	N/A

Results

Projected Outcomes: Machining Operation Certificates and 18 college credit hours

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
12	39	51	2	46	3	0	51

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
1	5	8	10	9	14	2	1	1	0	0	0	51

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
47	3	0	0	1	0	0	51

**Training Provider(s)**

Freedom Academy

PO Box 515

Kendallville

IN 46755

## Honeywell Aircraft Landing Systems

Aircraft Parts Mfg., NEC

Incumbent Worker Training Fund (IWTF), 45%

South Bend

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-188	3/20/04	6/30/04	\$134,716.00	\$0.00	\$134,716.00

### Project Description

Honeywell Aircraft Landing Systems (ALS), headquartered in South Bend, is the global leader in commercial air transportation brakes, providing approximately 44% of the units installed on the world's jet transport. ALS produces steel and carbon brakes for virtually all of the world's major aircraft. Worldwide after-market customers include over 220 airlines as well as military services. Upon completion of this year's Incumbent Worker Training grant, ALS upgraded the skill base of 190 employees in the following areas: Enterprise Resource Planning (ERP) certification, International Organization for Standardization Auditors (ISO) certifications, and one Patent Paralegal certification.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
190	218	76	\$0.00	United Auto Workers

### Results

Enterprise Resource Planning (ERP) Certifications, International Organization for Standardization Auditors (ISO) Certifications, and a Patent Paralegal Certification

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
64	154	218	0	70	148	0	218

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	7	13	15	33	41	49	41	14	5	0	0	218

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
195	12	2	0	9	0	1	219

\*One person marked two ethnicities, thereby increasing the number from 218 to 219

### Training Provider(s)

Industrial Opportunities	PO Box 12541	Fort Wayne	IN 46863
IPLegalED	PO Box 486	Cupertino	CA 95015
Honeywell Aircraft Systems	3520 Westmoor St	South Bend	IN 46628

## Howard Regional Health System

General Medical &amp; Surgical Hospital

Advance Indiana

Kokomo

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
ADVI-4-228	6/30/04	7/1/05	\$46,800.00	\$0.00	\$46,800.00

### Project Description

Howard Regional Health System is a not-for-profit hospital providing for the healthcare needs of residents of Howard County and surrounding areas. This year's Advanced Indiana (ADVI) training grant will allow 30 registered nurses to receive advanced training in telemetry care. Howard Regional Hospital has worked with Indiana University-Kokomo to develop a highly specialized certification, Nursing Care of the Telemetry Patient, which is designed for experienced RNs seeking to specialize in telemetry. The training consists of 55 contact hours per participant. Approximately half of those hours are in a classroom setting, while the other half take place on the unit in a clinical format. All training is administered at Howard Regional, and participants are trained on the clock. The grant was awarded on the last day of the program year, therefore no participant data is available.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$0.00	N/A
30	0	0		
<u>Results</u>				

Projected Outcomes: 55-hour Certificates of Completion and Advanced Nursing Care of Telemetry Patient training

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
0	0	0	0	0	0	0	0

### Training Provider(s)

Indiana University	2300 S Washington St	Kokomo	IN 46904
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**Hubbell Raco, Inc.****Non-Current Carrying Wiring Devices Mfg.****Incumbent Worker Training Fund (IWTF), 55%****South Bend**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-26	8/6/03	6/30/04	\$97,401.09	\$45,955.19	\$51,445.90

**Project Description**

Hubbell-Raco is a leading manufacturing company producing electrical boxes and components. Faced with the possibility of closing due to NAFTA inducements, RACO has proven its ability to produce product in mass volumes and quantities and continue to maintain its competitive edge in the market place. Forty-two trainees enrolled in training this grant period. Two maintenance apprentices completed their four-year program and will be receiving their journeyman's card from the Dept. of Labor. Two other tool & die apprentices completed three-fourths of their program. Additionally, 18 of trainees received a MOUS Certification.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
36	42	22	\$0.21	International Union of Electronic, Electrical, Technical, Salaried, Machine and Furniture Workers (IUE) AFL-CIO, District 8

Results

4 Apprenticeship Certifications and 18 MOUS Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
20	22	42	0	20	22	0	42

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	4	2	6	5	10	3	6	4	0	1	42

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
39	2	0	0	1	0	0	42

**Training Provider(s)**

Ivy Tech State College

220 Dean Johnson Blvd

South Bend

IN 46601

## Huntington County Training Coalition

### Job Training & Voc Rehab Service

Incumbent Worker Training Fund (IWTF), 45%

### Fort Wayne

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3a-102-B6	12/1/03	6/30/04	\$174,354.00	\$99,888.78	\$74,465.22

### Project Description

Huntington County Training Coalition was awarded an Incumbent Worker Training (IWT) grant to train 140 workers to receive Career Development Certificates (CDC). The training is designed to meet the local needs of employers and workers. Incumbents will be trained in one of the following areas: Electrician, Maintenance Mechanic, Quality Operator, and Microsoft Office Suite. The courses taken through Ivy Tech can be counted as college credit toward an Associates Degree. To date, \$99,889 of the \$174,354 award has been expended, and 79 students were enrolled.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
140	79	0	\$0.00	N/A

### Results

Projected Outcomes: Career Development Certificates

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
32	47	79	0	50	29	0	79

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	6	3	9	15	18	12	12	1	3	0	0	79

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
76	0	1	2	0	0	0	79	

### Training Provider(s)

Ivy Tech State College

3800 N Anthony Blvd

Fort Wayne

IN 46805



**I/N Tek & I/N Kote****Cold Rolled Steel Mfg.****Incumbent Worker Training Fund (IWTF), 55%****New Carlisle**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3D-102-1	9/3/03	6/30/04	\$10,731.00	\$10,701.04	\$29.96

**Project Description**

I/N Tek & I/N Kote produces the finest cold reduced and coated steel products in the world. The two companies are partnerships between subsidiaries of Ispat International, N.V. and Nippon Steel Corporation of Japan, and are among the most technologically and organizationally advanced steel facilities in the world today. They represent the largest Japanese-American joint venture in existence. I/N Tek has products so advanced that it exceeds industry standards and reduces the entire five-step cold-rolling process from 12 days to less than an hour. They have a world-class quality commitment to a clean environment and use technologies to control the processes to exceed the strictest criteria that have been designed to meet tomorrow's standards today in the recovery of resources and the elimination of waste. I/N Tek had planned on beginning an apprenticeship program for its industrial electricians, however decided they had a more pressing need to upgrade the skill level of their journeymen. I/N Tek requested a change in the usage of funds to train their electrician journeymen. Ivy Tech State College was able to upgrade the skills of eight journeymen in DC2000 and Siltron.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
10	8	8	\$0.00	United Steelworkers of America, Local 9231

Results

8 Journey Level upgrades

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	8	8	0	1	7	0	8

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	1	1	1	3	1	1	0	0	0	8

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
8	0	0	0	0	0	0	8	

**Training Provider(s)**

Ivy Tech State College

220 Dean Johnson Blvd

South Bend

IN 46601

## Indiana Harbor Coke Company

Petroleum &amp; Coal Products Mfg., NEC

Gain Education and Training (GET)

East Chicago

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-1-447	1/1/02	12/31/03	\$42,240.00	\$18,590.00	\$23,650.00

### Project Description

Indiana Harbor Coke is a unit of Sun Coke Company. Since its industry is very competitive, it became imperative that their employees become skilled in the most modern technology. The company needed a training program that would provide adequate welding skills. Ivy Tech State College provided the training that resulted in American Welding Society certifications. This training qualified each employee to be trained at the required level of welder status as determined by the AWS guidelines. Twenty-one employees took advantage of this training and 19 completed the program.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
20	21	19	\$0.00	United Steelworkers of America, Local 1010-5

### Results

19 American Welding Society Certifications

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	21	21	0	18	3	0	21

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	9	7	1	4	0	0	0	21

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
19	1	1	0	0	0	0	21

### Training Provider(s)

Ivy Tech State College

410 E Columbus Dr

East Chicago IN 46312

## Indiana INTERNnet

### Workforce Investment Now (WIN)

#### Indianapolis

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
WR-3-231	10/1/03	10/1/04	\$200,000.00	\$129,576.00	\$70,424.00

#### Project Description

Indiana INTERNnet is a Not-for-Profit organization associated with the Greater Indianapolis Chamber of Commerce Foundation, University of Indianapolis, and other higher education institutions. This project was created to support INTERNnet's pilot Longitudinal Internship program. The purpose of this program is to create a system for increasing and expanding the use of internships and other experimental learning programs among business, colleges, and universities in Indiana. In turn, retain college graduates.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$0.00	N/A
200	N/A	N/A		

#### Results

\*Pilot Program

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>											
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>
0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
0	0	0	0	0	0	0	0

#### Training Provider(s)

Indiana INTERNnet	111 Monument Circle, Suite 1950	Indianapolis	IN	46204
Indianapolis Chamber of Commerce Foundation	111 Monument Circle, Suite 1950	Indianapolis	IN	46204

## Indianapolis Power & Light Company

**Electric Service****Incumbent Worker Training Fund (IWTF), 45%****Indianapolis**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3c-102-B2	1/1/04	6/30/05	\$25,439.00	\$0.00	\$25,439.00

**Project Description**

In 1951 the Indianapolis Power & Light Company (IPL) purchased a 370 acre site in Pike County, Indiana, near the town of Petersburg for future use as a power plant. In March 1963 construction work began and on June 22, 1967 the first turbine went into service at the Petersburg Generating Station. IPL is a subsidiary of AES Corporation. Its principal product is electricity. IPL owns and operates 3000 MW of coal fired generation. IPL provides retail electric service to 433,000 customers in and around Indianapolis. A training needs assessment/survey was conducted by the IBEW Local 1395 in cooperation with management at the Petersburg Generating Station. The grant budget projected 15 IPL employees would take an IND computer class. Skill and training standards, provided through the grant, will improve work quality, safety, productivity and reliability of the electric system. IPL paid the cost of tuition and books for the supervisory employees. Fifteen employees are currently enrolled in the computer class taught at Pike Central High School.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
15	15	0	\$0.00	International Brotherhood of Electrical Workers, Local 1395

Results

Projected Outcomes: Career Development Certificates in Industrial Maintenance

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>					<u>Age</u>				<u>Ethnic Background</u>								
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>	<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	15	15	0	5	10	0	15	0	0	0	1	3	5	5	1	0	0	0	0	15
15	0	0	0	0	0	0	0	15	0	0	0	0	0	0	0	0	0	0	0	15

**Training Provider(s)**

Ivy Tech State College	3501 First Ave	Evansville	IN 47710
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## Indianapolis Private Industry Council

### Job Training & Voc Rehab Service

### Regional Skill Alliance (RSA)

#### Indianapolis

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-1-39	7/1/02	12/30/04	\$199,747.00	\$82,999.00	\$116,748.00

#### Project Description

In January 2002, the Indianapolis Private Industry Council, the Workforce Investment Board for Marion County, was awarded \$199,747 in training funds to help prepare workers for skilled life science positions at Clarian and St. Francis Hospitals. Students would earn certifications and degrees in Surgical Technology, Licensed Practical Nursing, Registered Nursing, Radiographic Technology, or Surgical Nursing over a two-year period. "To be successful in our effort to promote central Indiana as a world leader in life sciences, we must have plenty of skilled professionals in nursing and other fields," Indianapolis Mayor Bart Peterson said. "This grant will go a long way toward providing better training and education for our much needed life sciences workers." Forty workers enrolled in training and 15 have already earned Surgical Technician or technical certifications and nine have earned degrees. IPIC was granted a six-month extension through December 30, 2004, to allow the hospitals and students another semester to complete their training and meet their expected outcomes.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$3.56	N/A
49	40	24		

#### Results

15 Surgical Technician or Technical certifications and 9 various health care degrees

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>							
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>			
33	7	40	0	17	23	0	40			

<u>Age</u>													
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>	
4	8	8	10	2	5	1	1	1	0	0	0	40	

<u>Ethnic Background</u>									
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>		
30	8	1	0	0	1	0	40		

#### Training Provider(s)

Ivy Tech State College	PO Box 1763	Indianapolis	IN 46206
Clarian Hospital	PO Box 1367	Indianapolis	IN 46206
University of Indianapolis	1400 E Hanna Ave	Indianapolis	IN 46227

## Indianapolis Private Industry Council

Job Training &amp; Voc Rehab Service

Regional Skill Alliance (RSA)

Indianapolis

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-2-39	8/19/02	7/31/03	\$163,333.00	\$159,271.44	\$4,061.56

### Project Description

Advanced technology and a demand for new skills are forcing the printing industry to retrain many of its employees in central Indiana. Smaller printing companies are struggling to find the resources to train their employees. A \$163,333 Advance Indiana training grant to the Indianapolis Private Industry Council (IPIC) helped six printing companies train 21 of their employees. IPIC is the Workforce Investment Board for Marion County. At the conclusion of the grant, 20 employees earned a certification through the Graphic Arts Technical Foundation. One company paid a \$500 bonus to all employees who completed the training and passed the certification test, two companies gave raises, and the other companies included the training and certification in the annual review process that is used for pay raises.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
21	21	20	\$0.17	Graphic Communications International Union (GCIU), Local 303

### Results

20 Graphic Arts Technical Foundation Certifications

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
10	11	21	0	10	10	1	21

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	7	1	4	4	2	1	0	0	0	1	21

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
21	0	0	0	0	0	0	21	

### Training Provider(s)

Desktop Media

1212 E Michigan St

Indianapolis

IN 46202

## Indianapolis Private Industry Council

### Job Training & Voc Rehab Service

### Regional Skill Alliance (RSA)

#### Indianapolis

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-3-39	1/1/03	12/31/04	\$264,348.00	\$128,708.00	\$135,640.00

#### Project Description

The Indianapolis Private Industry Council (IPIC), the Community Health Network (CHN), and the Indiana Department of Workforce Development worked to ensure that employees from CHN would have the chance to receive nationally recognized credentials that include Radiographic Technology, Ultra Sound, Vascular Technicians and many more. Phase one of the training started with 59 students and another 34 enrolled during phase two. At the end of June 2004, 21 had completed training and were earning on average \$7.97 more on the hour. The Director of Medical Imaging states, "Thanks to the training provided through the grant, I was able to fill two CT tech positions without advertising, saving more than \$20,000 in recruitment costs. One of the positions was for the evening shift, which had been open for six months and for which we had been unable to recruit a suitable replacement."

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
80	93	21	\$7.97	N/A

#### Results

Radiologic Technologist Certifications, Vascular Technologist Certifications, Magnetic Resonance Imaging Certifications, Computed Tomography Technologist Certifications, Ultra Sound Technologist Certifications, Polysomnographic Technologist Certifications

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>								
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>				
74	19	93	1	60	32	0	93				

<u>Age</u>											
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>
11	28	13	9	9	11	7	5	0	0	0	0
											<u>Total</u>
											93

<u>Ethnic Background</u>									
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>		
83	6	4	0	0	0	0	93		

#### Training Provider(s)

Community Hospital East, School of Rad Tech	1500 N Ritter Ave	Indianapolis	IN 46219
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## Indianapolis Private Industry Council

### Job Training & Voc Rehab Service

### Regional Skill Alliance (RSA)

#### Indianapolis

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-9-39	6/30/03	6/30/05	\$207,427.00	\$65,639.00	\$141,788.00

#### Project Description

The Indianapolis Private Industry Council (IPIC) was awarded \$109,502 in training funds to assist St. Joseph Hospital and St. Vincent Hospital with one year of training for 57 workers. IPIC is the Workforce Investment Board for Marion County. The first year of training was invaluable to these hospitals, which were facing severe shortages in nursing and radiology, and to the students. Alysea Belcher, a single mother who wanted something more for her daughter, said "I looked at my current job, which was kind of dead-end, and I started looking at places where I could have a career." Alysea will be a certified radiographer after one more year of training and will realize a 217% increase in salary. IPIC was granted an additional \$97,925 in training funds to cover a second year of training for 20 current students and 20 new ones.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$5.58	N/A
77	58	4		

#### Results

2 Associate Degree in Nursing, 1 Bachelors Degree in Nursing, and 1 Registered Nursing Degree

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
53	5	58	1	22	35	0	58

Age												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
4	17	10	11	10	5	1	0	0	0	0	0	58

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
47	10	1	0	0	0	0	58

#### Training Provider(s)

Ivy Tech State College	PO Box 1763	Indianapolis	IN	46206
IU Kokomo	107 S. Indiana Ave.	Bloomington	IN	47405
Marion College	3200 Cold Spring Road	Indianapolis	IN	46222
IUPUI	425 University Blvd	Indianapolis	IN	46202



## Indianapolis Private Industry Council

### Job Training & Voc Rehab Service

### Regional Skill Alliance (RSA)

#### Indianapolis

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-4-39	8/1/03	7/31/04	\$62,122.93	\$20,273.90	\$41,849.03

#### Project Description

Four hospitals in the St. Vincent Health network participated in a one-year \$62,122.93 Regional Skills Alliance grant managed by the Indianapolis Private Industry Council (IPIC). IPIC is the Workforce Investment Board for Marion County. With thousands of Hoosiers seeking hospital care and services each day, healthcare represents one of the fastest growing occupations in Indiana according to labor market projections from the Indiana Department of Workforce Development. To date, 21 healthcare workers have enrolled in training and are pursuing Associate and Bachelor Degrees in Nursing and certifications as Licensed Practical Nurses and Radiological Technologists. The hospitals will fill critical vacancies and promote their own employees. The employees will obtain important, transferable credentials and wage increases estimated at \$5,055 to \$15,500 annually.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
48	21	0	\$0.00	N/A
<u>Results</u>				

Projected Outcomes Associate and Bachelor Degrees in Nursing and certifications in Licensed Practical Nursing and Radiological Technology

#### Demographics Of Trainees

Gender			Education									
Female	Male	Gender Total	Less than 12	Diploma or GED	More than 12	Not Reported	Education Total					
19	2	21	0	9	11	1	21					
Age												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	4	2	6	1	2	2	4	0	0	0	0	21
Ethnic Background												
White	African-American	Hispanic	American Indian	Asian	Hawaiian	Ethnic Not Reported	Total Ethnic					
20	1	0	0	0	0	0	21					

#### Training Provider(s)

Ivy Tech State College	7999 S US Hwy 41	Terre Haute	IN 47802
Ivy Tech State College	104 W 53rd St	Anderson	IN 46013
Ivy Tech State College	4301 S Cowan Rd	Muncie	IN 47302
Ivy Tech State College	2325 Chester Blvd	Richmond	IN 47374
Ivy Tech State College	4475 Central Ave	Columbus	IN 47203
Ivy Tech State College	1815 E Morgan St	Kokomo	IN 46901
Vincennes University	Admissions Office GVH 72	Vincennes	IN 47591
Ball State University	200 West University Avenue	Muncie	IN 47306
Anderson University	1100 E 5th St	Anderson	IN 46012
Indiana State University	217 N 6th St	Terre Haute	IN 47804

## Indianapolis Private Industry Council

**Job Training & Voc Rehab Service**
**Incumbent Worker Training Fund (IWTF), 45%**
**Indianapolis**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-39	4/1/04	5/1/05	\$38,888.00	\$1,161.00	\$37,727.00

**Project Description**

The Indianapolis Private Industry Council (IPIC) is a business-led organization serving as the community leader in workforce development and acting as Mayor Peterson's workforce development arm in economic development initiatives. IPIC has a history of successfully integrating resources and leveraging funding based on the needs of employers and job seekers. Today, IPIC manages nearly 50 workforce development programs including the planning, administration and oversight of specific programs. This grant is designed to allow a total of five employees from Roche Diagnostics, Jackson Press and the Graphic Arts Center to pursue nationally recognized GATF (Graphic Arts Technical Foundation) Imaging Certificates through the Graphic Arts and Technical Foundation. This training will teach employees to build high-quality, printable files that are also usable on the web. The subject matter addresses pre-press function from job composition through binding and finishing. Upon completion each employee will be skilled at creating electronic files that are of the highest quality that can be easily utilized and multi-purposed. All training will take place on the clock.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
5	5	0	\$0.00	N/A

Results

Projected Outcomes: Graphic Arts Technical Foundation Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
3	2	5	0	4	1	0	5

<u>Age</u>											<u>Total</u>	
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
0	0	0	1	0	1	1	1	1	0	0	0	5

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>		
4	0	0	0	0	0	1		5

**Training Provider(s)**

Desktop Media	1212 E Michigan St	Indianapolis	IN 46202
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**Infinity Molding & Assembly, Inc.****Plastics Products Mfg., NEC****Incumbent Worker Training Fund (IWTF), 45%****Indianapolis**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-183	3/1/04	3/1/05	\$49,082.00	\$0.00	\$49,082.00

**Project Description**

Infinity is a plastic injection molding company supplier to the automotive industry. In order to compete in the global automotive business, management saw a need to have better trained workers. They engaged the Business school at the University of Southern Indiana to develop a training program. Fifteen students are currently enrolled in a training program that will result in 10-Core Certificates of Technical Achievement in Advanced Manufacturing. Employees have been using lean manufacturing techniques and problem-solving skills learned in the training.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
15	15	0	\$0.00	N/A

Results

Projected Outcomes: 10-Core Certificates of Technical Achievement in Advanced Manufacturing

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
4	11	15	1	8	6	0	15

<u>Age</u>											<u>Total</u>	
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
1	1	5	4	0	3	0	1	0	0	0	0	15

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>		
13	0	0	0	0	0	2		15

**Training Provider(s)**

University of Southern Indiana

8600 University Blvd

Evansville

IN 47712

## Interlocal Association

### Job Training & Voc Rehab Service

### Regional Skill Alliance (RSA)

#### Greenfield

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-3-11	7/1/03	6/30/05	\$267,117.00	\$102,531.00	\$164,586.00

#### Project Description

This RSA grant was awarded to Interlocal Association to help employees of seven different health care services receive training that will result in registered nursing, licensed practical nursing and associates and bachelors degrees. The seven health care services participating in this training grant are Nightingale Home Health Care, St. Francis Hospital, Major Hospital, Bloomington Hospital, Morgan Hospital and Medical Center, Columbus Regional Hospital, and Hancock Memorial. Currently, there are 152 participants enrolled and 17 have already received their Associates degrees, 11 have received their Bachelor's degrees and three have completed the Licensed Practical Nurse program.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$1.6	N/A
117	152	31		

#### Results

17 Associate and 11 Bachelor Degrees in Nursing, and 3 LPN Certifications

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
139	13	152	0	38	114	0	152

<u>Age</u>												<u>Total</u>
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
10	47	17	29	17	12	16	3	1	0	0	0	152

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>		
146	4	1	0	1	0	0		152

#### Training Provider(s)

Ivy Tech State College	PO Box 1763	Indianapolis	IN	46206
Excelsior College	7 Columbia Circle	Albany	NY	12230
Clarian	1701 N Senate	Indianapolis	IN	46206
St Francis Hospital	1600 Albany	Beech Grove	IN	46107
IUPUI	541 Clinical Dr	Indianapolis	IN	46202
Ivy Tech Bloomington	200 Daniels	Bloomington	IN	47404
Indiana Wesleyan	3777 Priority Way S Dr	Indianapolis	IN	46240
The College Network	3815 River Crossing Pkwy	Indianapolis	IN	46240
Columbus Regional Hospital	2400 E 17th St	Columbus	IN	47203
Purdue University	Busars Office	West Lafayette	IN	47907
IUPUC	Office of Bursar	Columbus	IN	47203
Indiana University	2853 E 10th St	Bloomington	IN	47408
Indiana State University	Office of Controller	Terre Haute	IN	47809
University of Southern Indiana	8600 University Blvd	Evansville	IN	47712
Ball State University	2000 W University Ave	Muncie	IN	47306
Vincennes University	1002 N First St	Vincennes	IN	47591
Indiana Business College	8150 Brookville Rd	Indianapolis	IN	46239

## Interlocal Association

**Job Training & Voc Rehab Service**

## Regional Skill Alliance (RSA)

## Greenfield

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-2-11	10/1/01	9/30/03	\$194,967.00	\$193,272.00	\$1,695.00

## Project Description

The printing industry in Indiana has faced several hurdles over the past few years including a shrinking workforce, fierce out-of-state competitors, and rapidly changing technology. The Occupational Outlook for manual pre-press workers states that those in this career will become obsolete if electronic training and computerized application processes are not learned. The printers of Central Indiana joined together in 2001 to obtain a Regional Skill Alliance (RSA) grant that allowed them to train their employees in electronic pre-press applications. This training helped 25 employees receive a Desktop Imaging certificate from the Graphic Arts Technical Foundation.

Number Of Trainees			Hourly Wage Change	Union Name
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$0.64	N/A
15	27	25		

## Results

## 25 Graphic Arts Technical Foundation Desktop Imaging Certificates

## Demographics Of Trainees

Gender			Education				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
16	11	27	0	9	18	0	27

Age												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	6	2	5	5	7	2	0	0	0	0	0	27

Ethnic Background							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
27	0	0	0	0	0	0	27

**Training Provider(s)**

Desktop Media 1212 E Michigan St Indianapolis IN 46202

## International Truck & Engine

Internal Combusting Engines Mfg., NEC

Incumbent Worker Training Fund (IWTF), 45%

Indianapolis

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3a-102-B9	1/4/04	6/30/04	\$66,854.00	\$0.00	\$66,854.00

### Project Description

International Truck & Engine Corp (ITE), Indianapolis Engine Plant was given a \$66,854 Incumbent Worker Training grant to provide 76 of its workers with Journeyperson upgrade training. Constant change to improve its process and help achieve higher production levels is accommodated by training offered to ITE's current workforce. Due to agency clearance issues, training was unable to take place. The amount of the award will be returned to the IWT pool of funds.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
76	0	0	\$0.00	United Auto Workers, Local 98

### Results

Projected Outcomes: Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
0	0	0	0	0	0	0	0

### Training Provider(s)

Ivy Tech State College

PO Box 1763

Indianapolis

IN 46206

**Ispat Inland, Inc.****Steel Works, Blast Furnaces & Rolling Mills Mfg.****Incumbent Worker Training Fund (IWTF), 45%****East Chicago**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-166	1/1/04	6/1/04	\$14,130.00	\$3,311.27	\$10,818.73

**Project Description**

Ispat Inland is the sixth largest integrated steel producer in the United States manufacturing a broad range of flat rolled and bar steel products. Ispat Inland hoped to train 18 workers in industrial supervision or industrial automation that would result in certifications and college credits that would be applied towards a degree. The training would give Ispat Inland a better skilled workforce and open up promotional opportunities for these workers. While manpower shortages prevented the company from enrolling everyone, four students completed five classes and are one step closer to a certification. Ispat Inland plans to apply for another training grant and anticipates much higher attendance.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$0.00	United Steelworkers of America, Local 1010
18	4	0		

Results

Projected Outcomes: certifications towards Process Automation- Industrial Supervision & Industrial Automation

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	4	4	0	2	2	0	4

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	2	2	0	0	0	0	4

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
4	0	0	0	0	0	0	4

**Training Provider(s)**

Purdue University

2200 169th St

Hammond

IN 46323

**IU on behalf of Indianapolis Electrical JATC****Electrical Construction****Incumbent Worker Training Fund (IWTF), 45%****Bloomington**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3a-28	11/1/03	10/30/05	\$216,950.00	\$0.00	\$216,950.00

**Project Description**

The Indianapolis Electrical Joint Apprenticeship and Training Committee (IEJATC) is a trust, which is regulated by the Employment Retirement Income Security Act of 1974. The trust is governed by a committee consisting of four members from the local National Electrical Contractors' Association and four members from the International Brotherhood of Electrical Workers. IEJATC offers a number of training certified apprenticeships and other training programs including commercial and industrial electrical, residential and telecommunications while also offering journey level upgrades and an Associates Degree in Applied Science in Apprenticeship Technology with an electrical specialty (offered in conjunction with Ivy Tech). This grant is providing training for 300 Journey Level Wiremen. They will all pursue certification through Building Industry Consulting Services International (BICSI) and Cisco. This training will produce highly competent cabling systems designers, installers and maintenance professionals. It includes 40 hours of classroom instruction coupled with the passing of written and hands-on tests as well as participation in a one-year on-the-job program. The Cisco Systems certification will require 280 hours of instruction and will teach trainees to design, build and maintain computer networks. At the time of this report, no database information had been supplied.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
300	0	0	\$0.00	International Brotherhood of Electrical Workers

Results

Projected Outcomes: Building Industry Consulting Services (BICSI) &amp; Cisco Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
0	0	0	0	0	0	0	0

**Training Provider(s)**

Indiana University

400 E 7th St, Poplars 628

Bloomington

IN 47405



**IU on behalf of Iron Workers Joint Apprenticeship L.U. #22****Vocational Schools, NEC****Incumbent Worker Training Fund (IWTF), 45%****Indianapolis**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-28	9/20/03	8/30/04	\$31,547.00	\$0.00	\$31,547.00

**Project Description**

Ironworkers Local #22 Joint Apprenticeship is a partnership between labor and management. The Organization has been training future ironworkers since the early 1950s with the apprenticeship program being certified by the B.A.T. and D.O.L. in 1969. Apprentices are trained to work with structural steel, ornamental steel and reinforcing steel. They also learn sub-part "R" steel erection standard. Additionally, Ironworkers Local #22 offers journey level upgrades through this apprentice facility where they test and certify welders from .025 thickness through unlimited thickness. This grant will pay for training of 250 employees in the post-tensioning and stressing of cables in concrete. This is an area that has seen drastically increased demand over the last few years. Ultimately, the training will teach trainees how to perform all work operations connected with unloading, handling, placing, stressing and grouting of tendons for various types of post-tensioning systems. The training will take place on the clock and will result in Journey Level upgrades and Post-Tensioning certifications for each trainee.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
250	42	36	\$1.3	Ironworkers, Local 22

**Results**

Journey Level upgrades and Post-Tensioning Certificates

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>					<u>Age</u>			<u>Ethnic Background</u>																	
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>	<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>	<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
0	42	42	0	38	2	2	42	0	3	14	5	9	5	4	1	0	0	0	1	42	40	2	0	0	0	0	0	42

**Training Provider(s)**

Iron Workers JAC	1714 Riverside Dr	Indianapolis	IN	46224
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**IU on behalf of Operating Engineers Local 103 Apprenticeship & Training****Labor Union****Incumbent Worker Training Fund (IWTF), 45%****Anderson**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3b-28	2/1/04	1/31/05	\$182,659.00	\$0.00	\$182,659.00

**Project Description**

Indiana University (IU) was awarded an Incumbent Worker Training (IWT) grant on behalf of Operating Engineers Local 103 and will provide administrative oversight for the one-year duration of the grant. The industry recently began requiring certifications to document the attainment of advanced operator skills. With the help of this IWT grant, 185 journey workers will receive additional training and certifications in forklift, pipeline, and crane operations. In addition, the grant provided \$114,000 to offset the costs of purchasing a global positioning satellite (GPS) and laser equipment that will be used for training on these highly complicated pieces of equipment, which are needed for surveying and gradesetting. The Operating Engineers Local 103 provided \$210,000 in matching funds for the purchase of this equipment. Thirty enrolled in training during this reporting period, with seven earning certifications in pipeline operations and 24 obtaining certifications in forklift operations.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
185	30	30	\$0.00	Operating Engineers, Local 103

**Results**

24 Certifications in Forklift Operations and 7 Certifications in Pipeline Operations

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	30	30	0	29	1	0	30

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	3	3	4	7	3	5	2	1	1	0	30

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
29	0	1	0	0	0	0	30

**Training Provider(s)**

Indiana University

400 E 7th St, Poplars 628

Bloomington

IN 47405

## Ivy Tech on behalf of Richmond/Wayne County Machine Tool Consortium

Community College

Incumbent Worker Training Fund (IWTF), 45%

Richmond

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-102-B17	8/6/03	6/30/04	\$14,335.21	\$10,258.88	\$4,076.33

### Project Description

The Richmond/Wayne County Machine Tool Council (WCMTTC) is a business cluster of tool shops and small industrial companies that have come together to provide apprenticeship training to its workers. WCMTTC was awarded an Incumbent Worker Training (IWT) grant to begin training ten machine tool apprentices. Eleven students enrolled in the training and all 11 obtained Apprenticeship Certifications. To date, \$10,259 of the \$14,335 award has been expended.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
10	11	11	\$0.92	N/A

### Results

11 Apprenticeship Certifications

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	11	11	0	1	0	10	11

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
2	4	2	2	0	1	0	0	0	0	0	0	11

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
11	0	0	0	0	0	0	11

### Training Provider(s)

Ivy Tech State College

2325 Chester Blvd

Richmond

IN 47374

## Ivy Tech on behalf of area Tool & Die Companies

Community College

Incumbent Worker Training Fund (IWTF), 45%

South Bend

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3d-102-B1	1/12/04	6/30/05	\$38,934.00	\$6,784.72	\$32,149.28

### Project Description

Ivy Tech on behalf of area Tool & Die Makers was awarded an Incumbent Worker Training (IWT) grant to allow eight Tool & Die companies to provide apprenticeship to its workers. The training is needed to increase worker efficiency. Eight students have enrolled in training and have already completed an Apprenticeship Certification. Currently, \$6,785 of the \$38,934 award has been expended. The program is on track to meet its June 2005 end date.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
11	8	8	\$1.63	N/A

### Results

8 Apprenticeship Certifications

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	8	8	0	7	1	0	8

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
1	1	1	3	1	1	0	0	0	0	0	0	8

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
8	0	0	0	0	0	0	8

### Training Provider(s)

Ivy Tech State College

220 Dean Johnson Blvd

South Bend

IN 46601

**Ivy Tech on behalf of ICD @ ISG Burns Harbor****Steel Works, Blast Furnaces & Rolling Mills Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Burns Harbor**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3b-102-B7	1/1/04	6/30/04	\$40,663.00	\$13,456.06	\$27,206.94

**Project Description**

International Steel Group (ISG), with Indian facilities in East Chicago and Burns Harbor, produces hot and cold rolled steel. Through its lean workforce, ISG has built a new culture that emphasizes individual performance and accountability. This culture allows decisions to be made at the lowest possible level by very skilled employees. Therefore, they have incorporated a climate of lifelong learning for their employees. Under this Incumbent Worker Training grant, ISG has partnered with the Institute for Career Development (ICD) and Ivy Tech to administer training to increase employees' basic and technical skills. The Institute for Career Development (ICD) is a non-profit training organization created in 1989 by twelve major steel companies and the United Steelworkers of America (USWA) to supply lifelong learning via tuition assistance benefits and on-site customized classes. Their national office is situated in Merrillville, Indiana, which is the heart of the most productive steel region in the nation. ICD's facilitation of more than 40 local programs nationwide has earned them recognition by the White House for its service as a joint labor/management educational program. Upon completion of the training by both ICD and Ivy Tech, 85 employees will be equipped with Associate Degrees.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
85	17	0	\$0.00	United Steelworkers of America, Local 6787

Results

Projected Outcomes: Associate Degrees

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	17	17	0	17	0	0	17

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	2	2	2	3	5	3	0	0	0	17

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
13	3	1	0	0	0	0	17

**Training Provider(s)**

Ivy Tech State College

1440 E 35th Ave

Gary

IN 46409

### Ivy Tech on behalf of ICD @ ISG Indiana Harbor

Steel Works, Blast Furnaces &amp; Rolling Mills Mfg.

Incumbent Worker Training Fund (IWTF), 45%

East Chicago

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3b-102-B5	1/1/04	6/30/04	\$25,730.00	\$16,390.09	\$9,339.91

#### Project Description

The Institute for Career Development (ICD) is a non-profit training organization created in 1989 by twelve major steel companies and the United Steelworkers of America (USWA) to supply lifelong learning via tuition assistance benefits and on-site customized classes. Their national office is situated in Merrillville, Indiana, the heart of the most productive steel region in the nation. By facilitating more than 40 local programs nationwide, ICD has been honored by the White House, among other entities, for its service as a joint labor/management educational program. The Institute's mission is to enhance companies' productivity and workers' overall satisfaction by teaching portable skills of both a basic and technical nature. International Steel Group (ISG), which purchased LTV Steel, Bethlehem Steel and Acme Steel produces hot and cold rolled steel. Through its lean workforce, ISG has built a new culture that emphasizes individual performance and accountability. This culture encourages decisions to be made at the lowest possible level by very skilled employees. With this Incumbent Worker Training grant, ICD has joined forces with Ivy Tech to provide training for 49 employees at the ISG Indiana Harbor. The training will result in Associate Degrees for the employees.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
49	31	0	\$0.00	United Steelworkers of America, Local 1011

#### Results

Projected Outcomes: Associate Degrees

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
3	28	31	0	31	0	0	31

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	1	0	4	3	9	9	5	0	0	0	31

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
22	6	3	0	0	0	0	31

#### Training Provider(s)

Ivy Tech State College

1440 E 35th Ave

Gary

IN 46409

**Ivy Tech on behalf of ICD @ Ispat Inland****Steel Works, Blast Furnaces & Rolling Mills Mfg.****Incumbent Worker Training Fund (IWTF), 45%****East Chicago**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3b-102-B6	1/1/04	6/30/04	\$137,235.00	\$52,646.93	\$84,588.07

**Project Description**

Ispat Inland Inc., formerly Inland Steel Co., is the sixth largest integrated steel producer in the United States and accounts for about five percent of the nation's steel production. The company, founded in 1893, manufactures a range of high value-added flat-rolled and bar products, which are rated as among the most consistent and highest quality products by customers. In efforts to maintain high customer satisfaction at the lowest possible price, Ispat has partnered with Ivy Tech State College and the Institute for Career Development (ICD) in order to deliver training to enhance their employees' technical and basic skills. ICD is a non-profit training organization created in 1989 by twelve major steel companies and the United Steelworkers of America (USWA) to supply lifelong learning via tuition assistance benefits and on-site customized classes. Their national office is situated in Merrillville, Indiana, which is the heart of the most productive steel region in the nation. ICD's facilitation of more than 40 local programs nationwide has earned them recognition by the White House for its service as a joint labor/management educational program. With aid from this year's Incumbent Worker Training grant, Ispat Inland will provide training to 237 employees. The training will result in Associate Degrees for the workers.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
237	58	0	\$0.00	United Steelworkers of America, Local 1010

Results

Projected Outcomes: Associate Degrees

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
6	52	58	0	58	0	0	58

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
1	2	5	3	2	3	23	15	3	1	0	0	58

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
21	12	23	0	1	0	1	58	

**Training Provider(s)**

Ivy Tech State College

1440 E 35th Ave

Gary

IN 46409

**Ivy Tech on behalf of ICD @ USS Gary Works****Steel Works, Blast Furnaces & Rolling Mills Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Gary**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3b-102-B4	1/1/04	6/30/04	\$93,762.00	\$0.00	\$93,762.00

**Project Description**

The purpose of the this project was to accelerate steelworkers' acquisition of general knowledge at the associates degree level of study to parallel the acquisition of technical knowledge which would be facilitated by articulation agreements in place or in the process of being developed between Ivy Tech and the area steel firms. By combining general studies to compliment the technical studies, Northwest Indiana would produce better-rounded workers who could contribute the area's economy by developing High Performance Work Systems in their mills. Ivy Tech State College was to serve as the fiscal agent for the proposed grant and would also provide the accredited instruction sought by the steelworkers and steel mills of Northwest Indiana. However, USS Gary Works never passed the agency review; therefore training did not take place.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
208	0	0	\$0.00	United Steelworkers of America, Local 1066 & 1014

Results

Projected Outcomes: Associate Degrees

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
0	0	0	0	0	0	0	0	

**Training Provider(s)**

Ivy Tech State College

1440 E 35th Ave

Gary

IN 46409



**Ivy Tech on behalf of ICD @ USS Midwest****Steel Works, Blast Furnaces & Rolling Mills Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Portage**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3b-102-B8	1/1/04	6/30/04	\$25,264.00	\$0.00	\$25,264.00

**Project Description**

The purpose of the this project was to accelerate steelworkers' acquisition of general knowledge at the associates degree level of study to parallel the acquisition of technical knowledge which would be facilitated by articulation agreements in place or in the process of being developed between Ivy Tech and the area steel firms. By combining general studies to compliment the technical studies, Northwest Indiana would produce better-rounded workers who could contribute the area's economy by developing High Performance Work Systems in their mills. Ivy Tech State College was to serve as the fiscal agent for the proposed grant and would also provide the accredited instruction sought by the steelworkers and steel mills of Northwest Indiana. However, USS Gary Works never passed the agency review; therefore training did not take place.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
47	0	0	\$0.00	United Steelworkers of America, Local 8985 & 6103

Results

Projected Outcomes: Associate Degrees

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	0	0	0	0	0	0	0

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
0	0	0	0	0	0	0	0	

**Training Provider(s)**

Ivy Tech State College

1440 E 35th Ave

Gary

IN 46409

## Ivy Tech on behalf of Indiana Plastics Manufacturers Alliance

Community College

Incumbent Worker Training Fund (IWTF), 45%

Bloomington

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3e-102	3/3/04	3/2/06	\$315,100.00	\$0.00	\$315,100.00

### Project Description

The Indiana Plastics Manufacturers Alliance is a consortium of plastics manufacturers from throughout the state including Bourbon Plastics, DeKalb Molded Plastics, National Plastics Corp, Makuta Technics, Metro Plastics Royer Corp, Sabin Corp, Scottsburg Plastics, Top Seal Corp, and Visteon LLC. Through a combination of computer-based interactive training, OJT, and formal review and examination process, employees of these companies can achieve three levels of Global Standard for Plastics Certifications. To date, all of the companies have cleared the agency review process, installed the interactive training software and completed the company assessor training. Employee training will begin in the fall of 2004. This is a two year grant.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
146	0	0	\$0.00	N/A

### Results

Projected Outcomes: 3 levels of Global Standard for Plastics Certifications

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
0	0	0	0	0	0	0	0

### Training Provider(s)

Ivy Tech State College	200 Daniels Way	Bloomington	IN 47403
A Routsis Associates	275 Donohue Rd Suite 14	Dracut	MA 01826

## Ivy Tech on behalf of INTMA Companies

### Community College

Incumbent Worker Training Fund (IWTF), 45%

### Indianapolis

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-102-B14	8/6/03	6/30/04	\$128,750.37	\$74,807.49	\$53,942.88

### Project Description

The companies that were included in the INTMA grant included: Dressler Machine, Bishop Steering, Precision Products, T&S Engineering, Hittle Machine & Tool, Standard Die Company, Hamblen Gage, King Systems, Indiana Precision Grinding, Creative Machining, JDT Diamonds, Major Tool & Machine, Kirby Machine Co., Wirecut Technology, Shaffer Technologies and Overton Industries. They were awarded \$128,750.37 to train 104 workers. Fifteen of the apprentices completed their related training requirements towards their Journeyman card. As well, 68 obtained a Journey Level upgrade. The total number of classes planned was 58 and a total of 48 took place. Overall response to the program has been satisfactory and student feedback has been positive. Employer satisfaction has been positive and most participating companies wish to continue training during the next academic year.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
104	83	83	\$0.32	N/A

### Results

15 Apprenticeship Certifications and 68 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>					
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>	
5	78	83	5	61	10	7	83	

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
1	11	18	12	12	5	9	6	3	1	0	5	83

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
83	0	0	0	0	0	0	83	

### Training Provider(s)

Ivy Tech State College

PO Box 1763

Indianapolis

IN 46206

**Ivy Tech on behalf of six Montgomery County/Crawfordsville companies****Community College****Incumbent Worker Training Fund (IWTF), 45%****Lafayette**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3d-102-B2	3/15/04	6/30/05	\$178,839.00	\$0.00	\$178,839.00

**Project Description**

The Montgomery County/Crawfordsville Alliance comprises six companies: Alcoa CSI, Pace Dairy Foods, Lithonia Lighting, Heidtman Steel, Crown Cork & Seal, and Performance Master Coil Processing. The grant contract period is from March 2004 through June 2005 and employees are enrolled in an industrial, electrical, or PLC maintenance track. Sixty-three students are expected to enroll in the program and it is anticipated that all employees will complete the classes as outlined in the grant during the fall 2004 and spring 2005 semesters. At the time of this report, no database information had been submitted.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
63	0	0	\$0.00	N/A

Results

Projected Outcomes: Ivy Tech State College Industry credits

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>											<u>Total</u>	
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>		
0	0	0	0	0	0	0	0	0

**Training Provider(s)**

Ivy Tech State College

3010 S Creasy Lane

Lafayette

IN 47903

## Jacques Diamond Tool & Wheel, LLC

**Cutting Tools, Machine Tools & Machinist Measuring Devices/Incumbent Worker Training Fund (IWTF), 45%**

**Kirklin**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-176	1/1/04	4/1/04	\$6,796.00	\$6,373.54	\$422.46

### Project Description

Jacques Diamond Tool & Wheel (JDT) provides precision cutting tools to Allison Transmission and other automotive and aerospace companies nationwide. JDT received \$6,796 to train four employees on the Walter six-axis CNC grinder to produce a wide range of cutting tools, specifically carbide drills, step drills, reamers, and broaches. This advanced machining training will equip JDT with a competitive advantage in providing quality-cutting tools to their customers. Realizing the value of their human resources, employees' performances are rewarded with positive reinforcement and financial incentives. All four employees completed the CNC grinder training in April 2004.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
4	4	4	\$0.00	N/A

### Results

4 Certificates of Technical Achievement in CNC grinder

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	4	4	0	2	2	0	4

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	2	0	1	0	1	0	0	0	0	0	4

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
4	0	0	0	0	0	0	4

### Training Provider(s)

Walter Grinders, Inc

5160 Lad Land Dr

Fredricksburg VA 22407

## Jasper Engine & Transmission- Crawford County Warehouse

Internal Combustine Engines Mfg., NEC

Incumbent Worker Training Fund (IWTF), 45%

Levenworth

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-102-B3	8/6/03	6/30/04	\$152,414.88	\$78,297.77	\$74,117.11

### Project Description

Jasper Engines and Transmissions instituted a "Never Ending Commitment to Improvements in Quality, Safety, Productivity and Customer Service. The company implemented Statistical Process Control and continues to make major investments in state-of-the art production equipment. Members of the JASPER management team have been honored as "Remanufacturer" of the Year for the third time. In order to meet the exacting demands of the remanufacturing industry the company has a state of the art facility with quality people who are in constant need of training and retraining in the latest technology. The National Institute for Automotive Service Excellence (ASE) certifies the automotive professional. Jasper Engine and Transmissions is committed to providing ASE certifications to its employees. Most Jasper Engine associates taking training elected to enroll in college degree classes and are working toward Career Development Certificates. Taking one class per semester, the first Career Development Certificates are anticipated to be awarded December of 2004. Ninety-three out of a projected one hundred fifty enrolled in college classes and eighty-seven completed classes and/or ASE certifications. Six out of ten Crawford County associates received ASE certifications.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
150	93	6	\$0.00	N/A

### Results

6 Automotive Service Excellence Certifications; 87 working towards a Career Development Certification

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
35	58	93	3	64	25	1	93

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
5	15	11	17	15	9	11	7	2	0	1	0	93

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
92	0	1	0	0	0	0	93

### Training Provider(s)

Ivy Tech State College	1034 31st St	Tell City	IN 47586
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## Jasper Engine & Transmission- Dubois County

Internal Combustine Engines Mfg., NEC

Incumbent Worker Training Fund (IWTF), 45%

**Jasper**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-102-B13	8/6/03	6/30/04	\$210,566.00	\$143,799.32	\$66,766.68

**Project Description**

Jasper Engines and Transmissions instituted a "Never Ending Commitment to Improvements in Quality, Safety, Productivity and Customer Service. The company implemented Statistical Process Control and continues to make major investments in state-of-the art production equipment. Members of the JASPER management team have been honored as "Remanufacturer" of the Year for the third time. In order to meet the exacting demands of the remanufacturing industry the company has a state of the art facility with quality people who are in constant need of training and retraining in the latest technology. The National Institute for Automotive Service Excellence (ASE) certifies the automotive professional. Jasper Engines & Transmissions in Dubois is providing engines and transmissions for automotive classes. Assessment testing of Associates indicated a need to work on english, writing, and math skills. The Jasper Engines and Transmissions grant was modified in November and January to reflect a variance from training to materials and supplies. One hundred forty-one ASE certifications have been awarded to Jasper Engine & Transmission employees. Thirty-one Microsoft Office Specialist Tests have been attempted and 17 certifications have been achieved. The Incumbent Worker Training award also helped to start individual associates working toward college degree credit through Ivy Tech Career Development Certificates and/or receive national certifications.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
369	307	158	\$0.00	N/A

Results

141 Automotive Service Excellence Certifications and 17 Microsoft Office Specialist Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
58	249	307	9	169	129	0	307

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
8	41	59	45	54	45	26	16	7	6	0	0	307

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
292	1	4	6	1	1	2	307

**Training Provider(s)**

Ivy Tech State College

1034 31st St

Tell City

IN 47586

**K & L Machine****Special Tools & Dies Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Mishawaka**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3a-102-B7	1/1/04	6/30/04	\$3,862.00	\$1,965.35	\$1,896.65

**Project Description**

K&L Machine is a leading tool & die company in northern Indiana. They specialize in stamping and forming dies as well as aluminum extrusion dies and related tooling. Recently they have been designing and building custom machines and automated processes for other industries. They have a stable employment history and have low turnover rates. They believe survival in the industry depends on continuous education to be able to respond and develop new technology to remain competitive with worldwide competition. K&L started two new apprentices in a U.S. Department of Labor, Bureau of Apprenticeship and Training approved Tool & Die Associate Degree apprenticeship curriculum. Both completed their first year of training and K&L is planning to expand their program next year.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
2	2	2	\$0.00	N/A

Results

2 Apprenticeship Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	2	2	0	1	1	0	2

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
1	1	0	0	0	0	0	0	0	0	0	0	2

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
1	0	1	0	0	0	0	2

**Training Provider(s)**

Ivy Tech State College

220 Dean Johnson Blvd

South Bend

IN 46601



**Kamaya Incorporated****Electronic Parts & Equip. Mfg., NEC****Advance Indiana****Fort Wayne**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
ADVI-3-152	9/22/03	1/1/04	\$30,400.00	\$30,400.00	\$0.00

**Project Description**

Kamaya specializes in the sale and distribution of electronic components. Training was identified to support their expansion and to implement a complete suite of data applications designed to improve all phases of their business system, QAD. Oxford Consulting was chosen to do the implementation and training. Kamaya was awarded an Advance Indiana grant in the amount of \$30,400 on October 15, 2003 to train ten workers. Eleven students were enrolled and all 11 participants successfully completed the training and received their outcome. All funds were expended.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
10	11	11	\$0.00	N/A

Results

11 Certified QAD User Certificates

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
6	5	11	0	2	9	0	11

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	1	5	3	0	1	1	0	0	0	0	11

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
11	0	0	0	0	0	0	11

**Training Provider(s)**

Oxford Consulting	6525 E 82nd St, Suite 109	Indianapolis	IN	46250
Purdue University	2101 E Coliseum Blvd	Fort Wayne	IN	46805

**Kautex Textron****Aluminum Die-Castings Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Avilla**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-102-B6	8/6/03	6/30/04	\$63,013.00	\$63,013.00	\$0.00

**Project Description**

Kautex Textron is a major manufacturer and supplier of plastic automotive fuel systems. Customers include Honda, Ford Motor Company, Mitsubishi, Daimler-Chrysler, Toyota and General Motors. The processes used in the manufacturing of these fuel cells are unique in that plastic hot plate welding is used. There were five Apprenticeship Certifications and 17 Journey Level upgrades received within this grant. The training included electrical, fluid power, machine maintenance along with specialized training on programmable logic controllers. Many of these employees will continue their learning experience to earn degrees.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
46	22	22	\$0.8	N/A

Results

5 Apprenticeship Certifications and 17 Journey Level upgrades

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	22	22	0	12	10	0	22

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	3	7	7	4	0	1	0	0	0	0	0	22

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
21	0	0	0	1	0	0	22

**Training Provider(s)**

Ivy Tech State College

3800 N Anthony Blvd

Fort Wayne

IN 46805

## Keihin Indiana Precision Technology

Motor Vehicle Parts Mfg.

Gain Education and Training (GET)

Greenfield

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-1-442	1/1/02	12/31/03	\$165,632.00	\$32,411.52	\$133,220.48

### Project Description

Keihin was awarded a \$165,632 Gain Education Training (GET) grant to provide training for 139 of its workers. This grant was developed to help employees earn a Career Development Certificate (CDC) in Manufacturing. Earning CDC's would improve the employees' overall skill-set's and increase their advancement opportunities. The CDC's were achieved by completing an 18 credit-hour curriculum developed by Ivy Tech State College. Unforeseen circumstances in the economy did not allow this grant to complete the identified training. In total, \$32,411.52 was expended.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
139	68	0	\$0.00	N/A

Results

Projected Outcomes: Career Development Certificate in Manufacturing

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
35	33	68	0	65	3	0	68

<u>Age</u>											<u>Total</u>	
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
0	2	9	14	13	13	7	9	1	0	0	0	68

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>		
64	0	3	1	0	0	0	0	68

### Training Provider(s)

Ivy Tech State College

PO Box 1763

Indianapolis

IN 46206

## Kimball Office Casegoods (Borden)

Wood Office Furniture Mfg.

Gain Education and Training (GET)

Salem

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-1-450	1/7/02	1/7/04	\$24,612.00	\$3,211.13	\$21,400.87

### Project Description

Kimball Office Casegoods in Borden is a branch of Kimball International in Jasper. The company competes on a national and international level in the manufacturing of wooden office furniture. Kimball intended to use the training funds to improve quality, productivity, and customer service while allowing its employees to earn transferable skills. With the Advance Indiana training grant, employees were trained in Excel and earned college credit towards a Career Development Certificate. Ten employees enrolled in training and \$3,211.13 was approved for their training expenses. Further attempts to obtain training documentation and invoices were unsuccessful, so the grant was terminated. The remaining balance (\$21,400.87) of the grant was returned and will be used for other projects.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
25	10	0	\$0.00	N/A

### Results

Projected Outcomes: 15 MOUS Excel Proficiency Certifications; 6 MOUS Excel Master Certifications; 10 Associate Degrees

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
3	7	10	0	10	0	0	10

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	1	2	2	4	0	1	0	0	0	0	10

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
10	0	0	0	0	0	0	10	

### Training Provider(s)

Ivy Tech State College	PO Box 1763	Indianapolis	IN	46206
Indiana University	4201 Grant Line Road	New Albany	IN	47150
Purdue University	1080 Schleman	West Lafayette	IN	47907

## Kimball Office Casegoods (Salem)

Wood Office Furniture Mfg.

Gain Education and Training (GET)

Borden

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-1-451	1/7/02	1/7/04	\$19,899.00	\$3,161.40	\$16,737.60

### Project Description

Kimball Office Casegoods in Salem is a branch of Kimball International in Jasper. The company competes on a national and international level in the manufacturing of wooden office furniture. Kimball intended to use the training funds to improve quality, productivity, and customer service while allowing its employees to earn transferable skills. With the Advance Indiana training grant, employees were trained in Excel and earned college credit towards a Career Development Certificate. Thirty-eight employees enrolled in training and \$3,161.40 was approved for their training expenses. Further attempts to obtain training documentation and invoices were unsuccessful, so the grant was terminated. The remaining balance (\$16,737.60) of the grant was returned and will be used for other projects.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
28	38	0	\$0.00	N/A

### Results

Projected Outcomes: 23 MOUS Excel Proficiency Certifications; 4 MOUS Excel Master Certifications; 5 Associate Degrees

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
12	26	38	0	38	0	0	38

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	2	7	6	11	3	4	2	1	0	0	2	38

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
38	0	0	0	0	0	0	38

### Training Provider(s)

Ivy Tech State College	PO Box 1763	Indianapolis	IN	46206
Indiana University	4201 Grant Line Road	New Albany	IN	47150
Purdue University	1080 Schleman	West Lafayette	IN	47907

## Lake City Enterprise, Inc.

Misc. Mfg., NEC

Gain Education and Training (GET)

Warsaw

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-1-443	1/1/02	1/31/04	\$6,951.00	\$6,951.00	\$0.00

### Project Description

Lake City Enterprise (d/b/a/ Patent Awards) is a leader in the design, manufacturing, and marketing of awards. The company has been recognized in 1999, 2000 and 2001 as one of the 100 fastest growing small companies in Indiana. In order to maintain this level of growth, it became necessary for the company to hire many people who did not initially have the necessary training. As a result, a training program was put into place with the assistance of Ivy Tech State College and Indiana University/Purdue University-Fort Wayne along with the \$6,951 GET grant from the Department of Workforce Development. One participant received their Associates Degree by the end date of the grant. Though only one person actually achieved a full completion by the end of the grant, the other 3 enrollees are just three months shy of receiving their degrees. Therefore, the company incurred the expenses of the training past the end date of the grant which allowed all 3 individuals to receive their degrees and Technical Certificates by May 2004. Cathy Miller, HR Director for Lake City Enterprises stated, "Because our company is so totally focused on learning and improvement, we are very grateful for the assistance that Workforce Development grant gave to us. It is a tangible vote of confidence from the State of Indiana to come alongside a company and enable its employees to obtain higher learning."

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
5	4	1	\$1.95	N/A

### Results

1 Associate Degree

### Demographics Of Trainees

Gender			Education				
Female	Male	Gender Total	Less than 12	Diploma or GED	More than 12	Not Reported	Education Total
3	1	4	0	2	2	0	4

Age												Total
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	0	2	0	1	0	1	0	0	0	0	0	4

Ethnic Background								Total Ethnic
White	African-American	Hispanic	American Indian	Asian	Hawaiian	Ethnic Not Reported	Total Ethnic	
4	0	0	0	0	0	0	4	

<u>Training Provider(s)</u>		<u>Address</u>		<u>City</u>		<u>State</u>		<u>Zip</u>	
Ivy Tech State College		3755 Lake City Hwy		Warsaw		IN		46580	
IPFW		3101 E Coliseum Blvd		Fort Wayne		IN		46805	

## Lake County Integrated Services Delivery Board

### Job Training & Voc Rehab Service

### Regional Skill Alliance (RSA)

#### Gary

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-3-29	3/1/03	5/15/04	\$206,968.00	\$86,911.00	\$120,057.00

#### Project Description

Lake County Integrated Services Delivery Board was awarded a training grant on March 10, 2003. This project has been modified to include rate adjustments associated with tuition increases and a time extension. This training is needed to help reduce the county's shortage of nurses. Particularly, increase the number of Licensed Practical and Registered Nurses. Their most recent database submission documents 127 participants. Of which, 35 have quit and three participants have completed training. To date, \$86,911 has been expended.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
81	127	3	\$6.44	N/A

#### Results

3 Certifications in Registered or Licensed Practical Nursing

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
120	7	127	1	33	93	0	127

<u>Age</u>											
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>
19	40	24	16	11	7	3	5	2	0	0	0

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
86	33	7	0	1	0	0	127

#### Training Provider(s)

Purdue University	2200 169th St	Hammond	IN 46323
Indiana University NW	3400 Broadway	Gary	IN 46408

**Lear Corporation- Edinburgh****Plastics Products Mfg., NEC****Incumbent Worker Training Fund (IWTF), 55%****Edinburgh**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-16	7/2/03	6/30/04	\$91,695.00	\$10,706.04	\$80,988.96

**Project Description**

Lear Corporation was awarded an Incumbent Worker Training (IWT) grant to allow 19 employees to receive training that would result in apprenticeship certifications. Lear Corporation is an automotive parts manufacturer located in Johnson County. This training is needed to accommodate manufacturing changes in production processes. Currently, \$10,706 of the \$91,695 award has been expended toward the training and ten trainees have received an Apprenticeship Certification.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
19	10	10	\$0.14	United Auto Workers, Local 2401

Results

10 Apprenticeship Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	10	10	0	6	4	0	10

<u>Age</u>											<u>Total</u>	
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
0	0	1	2	1	4	0	2	0	0	0	0	10

<u>Ethnic Background</u>							<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	
10	0	0	0	0	0	0	10

**Training Provider(s)**

Ivy Tech State College	4475 Central Ave	Columbus	IN 47203
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**Lear Corporation- Greencastle****Plastics Products Mfg., NEC****Incumbent Worker Training Fund (IWTF), 55%****Greencastle**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-5	7/2/03	6/30/04	\$98,494.00	\$53,860.14	\$44,633.86

**Project Description**

Lear was awarded an Incumbent Worker Training (IWT) grant to fund 39 incumbent workers who were pursuing apprenticeship training and journey level upgrades in electrical systems and machine repair. Of the 39 planned trainees, 35 are being reported as complete. Journeyman training resulted in 23 credentials being issued in electrical systems, machine repair, and tool & Die classifications. As well, 12 Apprenticeship Certifications have been earned. To date, \$53,860 of the \$98,494 award was expended.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
39	35	35	\$0.08	United Auto Workers, Local 2382

Results

12 Apprenticeship Certifications and 23 Journey Level upgrades

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	35	35	1	28	6	0	35

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	4	4	10	5	4	4	2	2	0	0	0	35

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
35	0	0	0	0	0	0	35

**Training Provider(s)**

Ivy Tech State College	7999 S US Hwy 41	Terre Haute	IN 47802
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## Lincolnland Economic Development Commission

Business Assn.

Incumbent Worker Training Fund (IWTF), 45%

Rockport

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-2-135	3/5/03	3/5/05	\$45,772.00	\$0.00	\$45,772.00

### Project Description

Lincolnland Economic Development Commission, in cooperation with Southwest Workforce Investment Board, initiated a program entitled "Workforce Empowerment Benefit" which targets the needs of smaller, more rural companies. This training will equip the participants to attain a better understanding of process productivity oriented work environment where their work was interrelated with others on the job. Twenty-seven students enrolled in training, in which 18 of the participants were employed by Seufert Construction and Supply Company and nine by Quality Craft Construction. Unfortunately, due to failure to comply with the outlined contract requirements, this grant was terminated and the remaining funds were returned to the IWT pool.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
20	27	0	\$0.00	N/A

### Results

Projected Outcomes: Career Development Certificates in Construction Technology

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	27	27	2	16	2	7	27

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	3	0	1	5	3	6	1	0	1	0	7	27

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
27	0	0	0	0	0	0	27

### Training Provider(s)

Vincennes University	1002 N First St	Vincennes	IN 47691
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**Lock Joint Tube, Inc.****Steel Pipe & Tube Mfg.****Incumbent Worker Training Fund (IWTF), 55%****South Bend**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3D-102-2	9/3/03	6/30/04	\$5,444.00	\$4,021.46	\$1,422.54

**Project Description**

Lock Joint Tube (LJT) was founded in 1919 and is a leading producer of welded carbon steel tube in the United States. They specialize in providing exceptional quality products and services by establishing benchmark quality standards. Their leading market segments include store fixtures, office furniture, automotive, exercise equipment, home healthcare and manufacturers. They serve customers in three facilities located in Indiana, Tennessee and Texas. LJT has established a maintenance apprenticeship program to improve the skill level of their employees. Ivy Tech State College provided training for three apprentices who completed their first year in a four-year program.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
2	3	3	\$0.00	IUECWA

Results

3 Apprenticeship Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	3	3	0	3	0	0	3

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	1	1	0	0	1	0	0	0	0	0	3

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
3	0	0	0	0	0	0	3

**Training Provider(s)**

Ivy Tech State College

220 Dean Johnson Blvd

South Bend

IN 46601

**M & S Precision Machining Inc****Machine Shop****Incumbent Worker Training Fund (IWTF), 45%****Greensburg**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-102-B15	8/6/03	6/30/04	\$61,288.85	\$7,866.93	\$53,421.92

**Project Description**

M & S Precision Machining, Inc., was established in May of 1995 by current President Bryan Messer. In six short years, the company grew from one machine in a 500 square foot building, to 14 CNC machines in a 10,000 square foot facility, with 30 employees working three shifts. Management at M & S Precision Machining Inc. attributes their customer service and "satisfaction guaranteed" attitude to their rapid growth. M & S is committed to providing quality training to their workforce, including programs certified through the U.S. Department of Labor's Bureau of Apprenticeship and Training (BAT). Its certified apprenticeship programs are as follows: Machining Apprenticeship program, Office Administration Apprenticeship program and Manufacturing Engineering Assistant Apprenticeship program. This year's Incumbent Worker Training grant was projected to aid 12 employees to acquire apprenticeship training and 13 to receive other customized certifications from Ivy Tech. Unfortunately, however, due to high turnover and extreme overtime requirements, some objectives were unable to be met. The company only completed Apprenticeship certifications for six employees. All unspent funds will be de-obligated and returned to the Incumbent Worker Training fund.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
25	6	6	\$0.00	N/A

Results

6 Apprenticeship Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>					
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>	
1	5	6	0	6	0	0	6	

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
2	2	1	0	0	0	1	0	0	0	0	0	6

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
6	0	0	0	0	0	0	6

**Training Provider(s)**

Ivy Tech State College

PO Box 1763

Indianapolis

IN 46206

**MA Metal****Metal Stamping & Assembly****Incumbent Worker Training Fund (IWTF), 45%****Edinburgh**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3a-102-B2	1/1/04	6/30/04	\$25,522.00	\$0.00	\$25,522.00

**Project Description**

Located in Edinburgh, MA Metal Company, Inc. provides medium and large volume progressive metal stamping for business and industry throughout the Midwest. The company was allotted \$25,522 to train 39 employees. Upon completion of the training, employees were projected to be equipped with one or more of the following outcomes: Apprenticeship training, SHRM certification, and/or MOUS XP certification. Unfortunately, due to a year of instability that included nearly 100% turnover, acquisition of 50% new business, and almost \$1million in new equipment, the company was unable complete any of the projected training outcomes. Therefore, the entire award amount was de-obligated, and returned to the Incumbent Worker Training fund.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
39	0	0	\$0.00	N/A

Results

Projected Outcomes: 4 Apprenticeship Certifications and 39 certifications in SHRM and MOUS training

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
0	0	0	0	0	0	0	0

**Training Provider(s)**

Ivy Tech State College	4475 Central Ave	Columbus	IN 47203
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## Machine Tool Specialists

**Machine Tools Mfg./Cutting Tools & Machinist Measuring Devincumbent Worker Training Fund (IWTF), 45% Valparaiso**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-193	5/1/04	5/1/05	\$14,750.00	\$0.00	\$14,750.00

### Project Description

Machine Tool Specialists, Inc. is a machine remanufacturing, electronic control retrofitting for industrial machinery, and equipment automation. Machine Tool was awarded \$14,750 to train 10 employees in various technical skill areas such as: AutoCAD, Allen Bradley Electronic Drives, Solid Works 3D Design, and Toyo Grinder Service Provider. The training was necessary for employees to become more technically proficient in computing skills, troubleshooting and transferable skills, reduce project delivery time and increase value to customers. At this time, three students have enrolled in the program and have earned certifications.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
10	3	3	\$0.00	N/A

### Results

AutoCAD, Allen Bradley, Toyo Machinery, and Solidworks Software Certifications

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	3	3	0	1	2	0	3

<u>Age</u>											<u>Total</u>	
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
0	0	0	0	0	0	2	1	0	0	0	0	3

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>		
3	0	0	0	0	0	0		3

### Training Provider(s)

Hagerman & Associates	520 Park Place Ct, Suite 100	Mishawaka	IN	46545
Allen Bradley	600 E Carmel Dr, Suite 200	Carmel	IN	46032
Toyo Machinery	523-1, Fukusato, Futami-cho, Akashi	Japan		
Solid works	9465 Counselors Row, Suite 200	Indianapolis	IN	46240

## Machine Tool Specialists Technical Services

Repair Shops, NEC

Incumbent Worker Training Fund (IWTF), 45%

Valparaiso

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-192	5/1/04	5/1/05	\$4,250.00	\$0.00	\$4,250.00

### Project Description

Machine Tool Specialists Technical Services provides manufacturers of precision parts with high quality support and service for their machinery and processes. Specific services include: emergency and remedial machine and component repair, preventative and predictive maintenance, equipment installation, equipment evaluation, and mechanical technical support services. Machine Tool Specialists Technical Services was awarded \$4,250.00 for two employees to receive certification in vibration analysis which was completed June 2004 and two employees to receive certification in rotor dynamics which will begin January 2005.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
2	2	2	\$0.00	N/A

### Results

2 Vibrations Analysis Certificates

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	2	2	0	2	0	0	2

<u>Age</u>											<u>Total</u>	
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
0	0	1	0	0	1	0	0	0	0	0	0	2

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>		
2	0	0	0	0	0	0		2

### Training Provider(s)

Vibration Institute

6262 S Kingery Hwy Suite 212

Willowbrook

IL 60527

**Madison-Grant WIB****Job Training & Voc Rehab Service****Regional Skill Alliance (RSA)****Anderson**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-0-08	5/22/01	5/21/04	\$65,688.00	\$40,317.00	\$25,371.00

**Project Description**

The Madison Grant Workforce Investment Board (WIB) was awarded a \$65,688 Regional Skills Alliance (RSA) grant to provide training for 48 workers. Economic hard times forced the employer to decrease its workforce and implement a lean manufacturing approach. As a result, trainees were not been available to participate in the original timetable outlined in the contract. To ensure successful outcomes the grant was extended. Upon completion of the training, each student will receive a Certificate of Technical Achievement in Advanced Manufacturing to be issued by the Department of Workforce Development. To date, \$40,317 has been expended and 21 out of the 34 trainees have completed the program.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
48	21	21	N/A	IBEW, UAW,PACE, Local 1160, 977,6-0113

Results

21 Certificates of Technical Achievement in either Advanced Manufacturing or Skills Prep

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
7	14	21	0	17	4	0	21

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	2	4	2	8	3	1	1	0	0	0	21

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
17	1	2	1	0	0	0	21

**Training Provider(s)**

Ivy Tech State College

PO Box 1763

Indianapolis

IN 46206



**Madison-Grant WIB****Job Training & Voc Rehab Service****Regional Skill Alliance (RSA)****Anderson**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-2-08	9/1/02	8/31/03	\$50,277.00	\$10,018.00	\$40,259.00

**Project Description**

This project began as a FUTURE SKILL\$ NOW initiative in March 2000. This initiative is collaboration between the Office of the Governor and Lieutenant Governor, the Family and Social Service Administration, and the Indiana Economic Development Council, Inc. A \$50,277 Regional Skill Alliance (RSA) grant is helping four health care providers eliminate the on-going shortage of Licensed Practical Nurses (LPN). This training, which was facilitated by the Tucker Area Technical Center, is assisting eight incumbent health care workers to earn credentials. Four Bradner Village workers successfully passed the Licensed Practical Nurse coarse at Tucker Career Center.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	N/A	N/A
8	8	4		

Results

4 Licensed Practical Nurse (LPN) Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
7	1	8	0	8	0	0	8

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
1	3	0	1	2	1	0	0	0	0	0	0	8

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
8	0	0	0	0	0	0	8

**Training Provider(s)**

Tucker Area Technical Center	107 S Pennsylvania St	Marion	IN 46952
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**Mahomed Sales & Warehousing, LLC.****Business Services, NEC****Gain Education and Training (GET)****Noblesville**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-2-464	1/1/03	12/31/04	\$16,800.00	\$7,476.50	\$9,323.50

**Project Description**

Mahomed Sales and Warehousing, LLC is a minority-owned small business dealing in metalworking and Just-In-Time assembling. A grant was developed to help employees earn a Certificate of Technical Achievement (CTA) in Advanced Manufacturing. Walker Career Center has acted as the training provider on this project and has been able to increase the number of participants without increasing the amount of the grant. The curriculum includes classes in Technical Reading Strategies, Technical Writing, Shop Math, and Problem Solving Techniques. Graduates will earn a CTA that will qualify them for a promotion to full-time, promotion after becoming full-time, pay raises, transfers and cross-training opportunities. To date, 38 students are enrolled and \$7,476.50 has been expended.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
14	38	0	\$0.00	N/A

**Results**

Projected Outcomes: Certificates of Technical Achievement in Advanced Manufacturing

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
8	30	38	0	38	0	0	38

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
1	11	4	7	6	7	1	1	0	0	0	0	38

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
12	23	3	0	0	0	0	38

**Training Provider(s)**

Walker Career Center	9651 E 21st St	Indianapolis	IN 46229
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**MarkHon, Inc****Fabricated Metal Products, NEC****Incumbent Worker Training Fund (IWTF), 45%****Wabash**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-2-116	2/1/03	7/1/03	\$4,120.00	\$0.00	\$4,120.00

**Project Description**

Markhon, Inc. a precision sheet metal fabricator announced the closure of this plant. Tthe Department of Workforce Development continued the training of the eight employees in the hope of getting their credentials before their departure. The employees did complete the program, but due to their instructor destroying their final project prior to AWS certification, no credentials were acheived. Ivy Tech State College performed the training.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
8	7	0	\$0.00	International Union of Electronic, Electrical, Technical, Salaried, Machine and Furniture Workers (IUE) AFL-CIO, Local 908

**Results**

Projected Outcomes: American Welding Society Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>							
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>			
0	7	7	1	6	0	0	7			

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	1	2	2	0	1	0	1	0	0	0	7

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
6	0	0	0	1	0	0	7

**Training Provider(s)**

Ivy Tech State College

1815 E Morgan St

Kokomo

IN 46903

**Matthew Warren, Inc.****Wire Springs Mfg.****Incumbent Worker Training Fund (IWTF), 55%****Logansport**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-6	7/2/03	6/30/04	\$10,454.12	\$6,406.56	\$4,047.56

**Project Description**

For more than 70 years, Matthew-Warren, Inc. has been a manufacturer of quality springs, stampings and fourslide parts. The company provides parts for the automotive, agricultural, heavy-duty trucks, and the racing industries. To maintain a competitive workforce, Matthew Warren found it necessary to increase its employees skill levels to meet technological changes. The \$10,454 grant went to train two apprentices. Through Ivy Tech State College, both trainees completed courses to receive an Apprenticeship Certification.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$0.14	United Steelworkers of America, Local 3261
2	2	2		

Results

2 Apprenticeship Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	2	2	0	1	1	0	2

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	1	0	0	1	0	0	0	0	0	0	2

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
1	1	0	0	0	0	0	2

**Training Provider(s)**

Ivy Tech State College

1815 E Morgan St

Kokomo

IN 46901

## Meridian Automotive Systems

Motor Vehicle Parts Mfg.

Gain Education and Training (GET)

Shelbyville

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-2-463	12/1/02	6/30/04	\$61,922.00	\$52,914.60	\$9,007.40

### Project Description

Meridian Automotive Systems supplies fiberglass reinforced plastic exterior body panels to the automotive industry and uses cutting edge control systems for temperature, pressure, and flow. Its maintenance technicians must be proficient in pneumatics and hydraulics, computer skills, mechanical and analytical skills, and troubleshooting. Meridian Automotive Systems worked with Vincennes University and the Blue River Career Center to develop a 21 credit-hour maintenance training program that would teach these skills to its maintenance technicians. Twenty-two workers completed their training to receive a Customized Certificate of Applied Learning for Industrial Maintenance, giving the workers job security and more opportunities for advancement. The training has also benefited Meridian Automotive Systems in that it has given them a more proficient workforce.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
40	39	22	\$0.00	N/A

### Results

22 Certificates of Applied Learning for Industrial Maintenance

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	39	39	3	25	11	0	39

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	2	14	9	4	6	1	1	0	0	1	39

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
39	0	0	0	0	0	0	39

### Training Provider(s)

Vincennes University	1002 N First St	Vincennes	IN 47691
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## Meridian Automotive Systems

Plastics Products Mfg., NEC

Incumbent Worker Training Fund (IWTF), 55%

Angola

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-13	7/2/03	6/30/04	\$74,835.00	\$72,715.20	\$2,119.80

### Project Description

Meridian Automotive Systems in Angola, Indiana is a major supplier of roll formed bumper reinforcements supplying companies such as Ford Motor Company and Toyota Motor Manufacturing. The maintenance personnel must be proficient in skills involving hydraulics, electrical and programmable logic controllers as well as tool, die and CNC to name a few. These skills must be upgraded regularly as new technology is introduced. Meridian has coordinated training with Ivy Tech State College whereby the apprentices and journey persons may earn degrees as they complete their apprenticeships. The grant has permitted four apprentices to receive training as well as twenty-seven journey persons to complete training on hydraulics and CNC.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
30	31	31	\$1.46	International Union of Electronic, Electrical, Technical, Salaried, Machine and Furniture Workers (IUE) AFL-CIO, Local 888

### Results

4 Apprenticeship Certifications and 27 Journey Level Upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
1	30	31	0	15	16	0	31

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	6	4	3	4	10	2	0	1	0	0	31

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
29	0	1	1	0	0	0	31

### Training Provider(s)

Ivy Tech State College

3800 N Anthony Blvd

Fort Wayne

IN 46805

**Metal Technologies, Inc.****Fabricated Metal Products, NEC****Incumbent Worker Training Fund (IWTF), 45%****Bedford**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-102-B4	8/6/03	6/30/04	\$8,268.62	\$5,631.64	\$2,636.98

**Project Description**

Metal Technologies, along with its sister company Bedford Machine and Tool, is facing a lot of low-price competition from overseas but they are currently the largest machine shop in southern Indiana. The companies apprentices are a key component of its strategy to remain competitive. Metal Technologies was awarded \$8,268.62 to train two employees. At the conclusion of this grant, both employees received Apprenticeship Certifications.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
2	2	2	\$0.00	N/A

Results

2 Apprenticeship Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	2	2	0	0	2	0	2

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	1	0	0	0	0	0	0	0	0	0	2

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
2	0	0	0	0	0	0	2

**Training Provider(s)**

Ivy Tech State College

3116 Canterbury Ct

Bloomington

IN 47404

**MFD Marion****Motor Vehicle and Passenger Car Body Mfg.****Incumbent Worker Training Fund (IWTF), 55%****Marion**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-17	7/2/03	6/30/04	\$271,574.98	\$153,224.51	\$118,350.47

**Project Description**

GM's Metal Fabrication Division (MFD) Marion plant continues to be a significant employer in the Marion/Grant County community. One of the few major industries remaining in the community, MFD provides employment for nearly 1600 area residents and support for many community projects and programs. In conjunction with UAW Local 977, this plant seeks to maintain a highly skilled and educated workforce. They are also proactively dealing with the aging of their current workforce in part through the funding provided by the Incumbent Worker Training (IWT) grant they were awarded. They have taken in new apprentices while continuing to educate those currently in the program. Though time constraints did not allow for all 46 Apprentices to be trained, of the 20 who participated, all completed an apprenticeship certification. Of the 480 Journeypersons planned, workload allowed 247 to receive upgrade training designed to help them keep pace with the changes in equipment and processes used in the automotive industry. This training grant allows GM-Marion MFD to continue to upgrade their employees' skills and enhance their competitiveness in the marketplace. In a community like Marion where many plants have closed or downsized considerably, GM MFD remains constant and, with assistance from the grant, continues to upgrade the skills of its employees helping to assure their continued success.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
526	267	267	\$0.18	United Auto Workers, Local 977

Results

20 Apprenticeship Certifications and 247 Journey Level upgrades

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>					<u>Age</u>				<u>Ethnic Background</u>																
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>	<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>	<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
33	234	267	11	195	61	0	267	0	1	5	10	13	12	71	76	50	22	7	0	267	236	25	5	1	0	0	0	267

**Training Provider(s)**

Ivy Tech State College

PO Box 1763

Indianapolis

IN 46206



## Midwest Tool & Die Corporation

Special Tools &amp; Dies Mfg.

Incumbent Worker Training Fund (IWTF), 45%

Fort Wayne

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-170	1/1/04	10/31/04	\$31,500.00	\$19,027.51	\$12,472.49

### Project Description

Midwest Tool & Die received a \$31,500 training grant to upgrade the skills of 9 employees. Founded in 1974, Midwest Tool and Die is a small, family-owned manufacturer of molds, dies, prototypes, and quality tooling that includes use of high-speed progressive terminal stamping dies. The company will contribute \$76,738 toward this training effort. Eight journeymen are currently being trained in high-tech molding and four toolmakers will continue in training to become Master Molders. One employee is receiving apprenticeship training in tool making this year. Craig Swanson, systems vice president for MTD reports, "Midwest Tool & Die is investing in skills that will help our company to evolve, compete and grow. Through training, the company will become more diverse, attract new business, and retain our workforce."

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
9	9	0	\$0.00	N/A

### Results

Projected Outcomes: 1 Apprenticeship and 8 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	9	9	0	6	3	0	9

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	2	1	1	0	2	2	0	0	0	0	9

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
9	0	0	0	0	0	0	9

### Training Provider(s)

RJG Inc	3111 Park Dr	Traverse City	MI	49686
Anthis Career Center	1200 S Barr St	Fort Wayne	IN	46802

## MPI Indiana Fineblanking

Automotive Stampings Mfg.

Incumbent Worker Training Fund (IWTF), 45%

Knox

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-102-B7	8/6/03	6/30/04	\$21,611.72	\$18,053.49	\$3,558.23

### Project Description

MPI is the nation's leader in fineblanking technology. The fineblanking process extrudes the material instead of shearing it, which eliminates most secondary operations and results in lower cost and higher quality product. The result is a single, clean, near-net shape with near perfect repeatability and tolerances that meet the most demanding requirements. MPI Indiana Fineblanking produces components and subassemblies, predominately for the automotive industry. By providing apprenticeship training the company is preparing the division for the global marketplace, which has enable them to create a world class workforce. MPI was awarded a \$26,611.72 training grant to train 13 employees. At the conclusion of this grant, 12 had obtained an Apprenticeship Certification.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
13	12	12	\$1.11	N/A

### Results

12 Apprenticeship Certifications

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	12	12	0	9	3	0	12

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	7	1	1	2	0	0	0	0	0	0	12

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
12	0	0	0	0	0	0	12

### Training Provider(s)

Ivy Tech State College

220 Dean Johnson Blvd

South Bend

IN 46601

## National Conference of Insurance Guaranty Funds

Business Assn.

Incumbent Worker Training Fund (IWTF), 45%

Indianapolis

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-173	1/1/04	2/1/04	\$7,000.00	\$7,000.00	\$0.00

### Project Description

The National Conference of Insurance Guaranty Funds (NCIGF) serves the property and casualty insurance industry as a national, non-profit trade association. The organization provides support to members in various legal and administrative matters to its members and works in close cooperation with the property and casualty insurance trade associations to assess and respond to issues regarding guaranty funds. The NCIGF made significant investments to acquire new hardware to efficiently manage the needs of its members. Two of its employees needed training to program and manage these new resources. NCIGF was awarded a one-month grant to train these two employees in MS SQL Design and Administration. After the successful completion of the training, the two employees passed the certification exam to become SQL Administrators. "Both of these individuals will take this educational opportunity with them throughout the remainder of their career, and the NCIGF will reap rewards for the remainder of their employment with us," stated Dale F. Stephenson, President of NCIGF.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
2	2	2	\$0.00	N/A

### Results

2 MS SQL Design and Administration Certifications

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>					<u>Age</u>				<u>Ethnic Background</u>																
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>	<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>	<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
0	2	2	0	1	1	0	2	0	0	1	0	0	0	1	0	0	0	0	0	0	2	1	1	0	0	0	0	2

### Training Provider(s)

ExecuTrain	8900 Keystone Ave, #100	Indianapolis	IN 46240
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**NIBCO, Inc.****Plastics Products Mfg., NEC****Incumbent Worker Training Fund (IWTF), 45%****Goshen**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-174	1/1/04	12/31/05	\$140,885.00	\$57,008.00	\$83,877.00

**Project Description**

NIBCO, Inc- Goshen plant was established in 1968 and manufactures PVC and ABS plastic drainage fittings. NIBCO has automated its injection molding and packaging to be more efficient and productive. But to be profitable in a global economy, highly skilled workers were also needed. With the help of a \$140,885 Incumbent Worker Training grant, experts were brought in-house to teach accelerated, scientific, systematic molding followed by intense training at a nationally recognized lab and training facility. After the training, each worker will receive a Certificate of Technical Achievement in Advanced Manufacturing. Eighty-five employees have participated in training thus far.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
66	85	0	\$0.00	N/A

**Results**

Projected Outcomes: Certificate of Technical Achievement in Advanced Manufacturing

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
15	70	85	8	55	22	0	85

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	2	8	7	11	14	19	14	8	2	0	0	85

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
79	1	3	0	2	0	0	85

**Training Provider(s)**

RJG Inc

3111 Park Dr

Traverse City MI 49686

## Northeast Indiana Workforce Investment Board

### Job Training & Voc Rehab Service

### Regional Skill Alliance (RSA)

#### Fort Wayne

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-2-05	10/15/02	9/30/04	\$200,000.00	\$54,929.00	\$145,071.00

#### Project Description

The Northeast Indiana Workforce Investment Board and the Indiana Department of Workforce Development teamed up with the Council for Adult and Experiential Learning to provide support and matching funds to establish Lifelong Learning Accounts (LiLAs). This initiative is part of a national LiLA Demonstration project designed to respond to the critical need for ongoing education and training of adult workers. The initiative targets employers with a low wage or low skilled workforce. The employee contributes funds to his or her personal LiLA account and the employer matches those funds. Grant funds will then match individual and employer contributions dollar for dollar. The goal is to establish LiLA accounts for the education and training of 75 manufacturing workers in northeast Indiana. So far, 79 employees, who work for nine area employers, have participated. "With the constant advances in technology, lifelong learning is essential for our industry. LiLAs make lifelong learning affordable for our hourly workers," said Jim Beeson, Manager of Employee Relations at ITT Industries. "Kyle" has nearly ten years with his current employer as an Assembler/Utility person. If he has his way, he will soon get paid for what he loves to do. Kyle has been successful working on racecars for local drivers but did not have funds for needed training in auto body repair. Kyle said, "When I finish using my LiLA for training, I hope I can plainly say that I have accomplished starting my own auto body repair business as a second job. Or, I could help someone else run his or her business. Either way, I would get paid for what I love to do." Kyle recently finished his auto body repair certification from a local college. He is starting to receive some side jobs with his certification and is also getting other people interested in the LiLA program.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
75	79	0	\$0.00	N/A

#### Results

Projected Outcomes: Customized Adult Learning Plan

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>								
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>				
35	44	79	6	27	46	0	79				

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	11	11	8	14	16	6	9	3	1	0	0	79

<u>Ethnic Background</u>									
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>		
73	1	1	1	3	0	1	80		

\*One person marked two ethnicities, thereby increasing the number from 218 to 219

#### Training Provider(s)

Ivy Tech State College	3800 N Anthony Blvd	Fort Wayne	IN	46805
Tri-State University	1 University Avenue	Angola	IN	46703
Indiana University - Purdue University	2101 Coliseum Blvd E	Fort Wayne	IN	46805
Branch Area Careers Center	366 Morse St	Coldwater	MI	49036
Indiana Institute of Technology	1600 E Washington Blvd	Fort Wayne	IN	46803
American Red Cross	1212 E California Rd	Fort Wayne	IN	46825
PRIMEMEDIA Workplace Learning	PO Box 98565	Chicago	IL	60693

## Northern Indiana Workforce Investment Board

### Job Training & Voc Rehab Service

Incumbent Worker Training Fund (IWTF), 45%

### South Bend

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-146	1/12/04	12/31/04	\$135,764.00	\$0.00	\$135,764.00

### Project Description

Due to the economic downturn of 2001-02, many transportation-related suppliers were significantly impacted. During the current upswing, employers are investing in new technology and employees' skills. Supporting this effort, the Northern Indiana Workforce Investment Board established a regional skills alliance in Elkhart County involving Dexter Axle, Hibshman Distributing, and Hayes Lemmerz International. This alliance is called the Integrated Manufacturing Technology Training Program. The participating companies are attempting to retain skilled employees by providing a training program that will result in new skills and increased productivity. Upon completion of this 18 hour program from Vincennes University, trainees will have a better understanding of the core technologies that make automated machines function. An understanding of these technologies will allow the employees to produce quality product, maintain equipment, and to redesign the process for future progress in the marketplace. This years Incumbent Worker Training grant will enable 40 students in Elkhart County to receive certifications in Integrated Manufacturing Technology.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
40	33	0	\$0.00	N/A

### Results

Projected Outcomes: Integrated Manufacturing Technology Certificate

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>					<u>Age</u>				<u>Ethnic Background</u>																
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>	<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>	<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
0	33	33	3	21	9	0	33	0	1	3	6	6	6	5	4	1	1	0	0	33	32	0	0	0	1	0	0	33

### Training Provider(s)

Vincennes University	430 Waterfall Dr	Elkhart	IN 46516
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**NTN Driveshaft****Wholesale, Durable Goods, NEC****Incumbent Worker Training Fund (IWTF), 45%****Columbus**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-155	10/30/03	10/30/05	\$188,283.74	\$0.00	\$188,283.74

**Project Description**

NTN Driveshaft, Inc. manufactures top of the line Constant Velocity Joints for Automotive Industry. NTN is currently building a new 470,000 sq. ft. facility, which will add approximately 53 people to its Forging workforce. NTN realizes that this effort to train the entire new workforce will mean upgrading the knowledge of its supervisors, technicians and team leaders through a Certificate of Technical Achievement (CTA) in Manufacturing Technology. NTN projects to train 122 people, 110 to receive a 10-core CTA in Advanced Manufacturing and 12 getting credits toward an Associates Degree. However, training was delayed due to "scheduling conflicts", seven people are currently enrolled.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
122	8	0	\$0.00	N/A

**Results**

Projected Outcomes: 110 10-Core Certificates of Technical Achievement in Advanced Manufacturing and 12 receiving credits towards an Associates Degree

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
3	5	8	0	0	8	0	8

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	2	2	2	1	0	0	0	0	0	0	8

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
8	0	0	0	0	0	0	8

**Training Provider(s)**

Ivy Tech State College

4475 Central Ave

Columbus

IN 47203

**Owens-Illinois, Inc.****Glass Containers Mfg.****Incumbent Worker Training Fund (IWTF), 55%****Lapel**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3D-102-3	9/3/03	6/30/04	\$25,188.00	\$12,416.87	\$12,771.13

**Project Description**

Owens-Brockway, a division of Owens-Illinois, is located in the rural community of Lapel. Though a small company employing a little more than 200 employees, they are one of the largest producers of glass bottles in the nation. Owens-Brockway has a history of supporting education for their employees. They coordinated the classroom portion of their apprenticeship training through Ivy Tech State College for a number of years prior to receiving an Incumbent Worker Training (IWT) grant. This training is supported by their union locals, American Flint Glass Workers of America Union (AFGWU) Local 81 and Glass, Molders, Pottery, Plastics and Allied Workers International Union (GMPIU) Local 207. In this, their first year participating in the grant program, Owens Brockway planned to train seven apprentices. Five enrolled in the training and two completed their apprenticeship during the grant period and achieved Journeyman status. The other three acquired Apprenticeship Certifications. Owen Brockway's participation in the grant program has provided an opportunity for them to increase the skills of their employees. The Lapel plant has been located in this community for over 100 years, and, though part of a much larger operation worldwide, they provide good jobs for local residents. Training the employees receive helps keep them competitive and makes the Lapel plant a valuable asset to the corporation and the community.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
7	5	5	\$0.00	GMP Local 207, AFGWU Local 81

Results

5 Apprenticeship Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	5	5	0	5	0	0	5

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	1	0	0	0	1	3	0	0	0	0	5

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
5	0	0	0	0	0	0	5

**Training Provider(s)**

Ivy Tech State College

104 W 53rd St

Anderson

IN 46013



**Oxford Automotive****Automotive Stampings Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Corydon**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-2-141	4/15/03	4/15/05	\$130,210.00	\$66,375.00	\$63,835.00

**Project Description**

Oxford Automotive in Corydon, Indiana manufactures metal stampings for the automotive industry. In collaboration with ABB Robotics and the United AutoWorkers, Oxford Automotive designed a training program on advanced robotics and welding that would improve quality and increase productivity. The \$130,210 training grant to the company will help 49 workers receive this training and earn Certificates of Technical Achievement in Advanced Manufacturing. In addition, workers will be eligible for advancement and wage increases within the company. Twenty employees have already finished training and earned their certificates.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
49	42	20	\$0.00	United Auto Workers, Local 2289

Results

20 Certificates of Technical Achievement in Advanced Manufacturing

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
2	40	42	0	42	0	0	42

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	1	9	9	9	7	4	2	1	0	0	0	42

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
42	0	0	0	0	0	0	42

**Training Provider(s)**

ABB, Inc

1250 Brown Rd

Auburn Hills

MI 48326

**Oxford Automotive****Plastics Products Mfg., NEC****Incumbent Worker Training Fund (IWTF), 55%****Greencastle**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-25	8/1/03	6/30/04	\$26,000.74	\$0.00	\$26,000.74

**Project Description**

Oxford Automotive is a metal stamping facility specializing in producing complex assemblies for the automotive industry. This facility stamps, welds, assembles, and paints metal components. The companies primary product lines are suspension components, door assembly, and pillar reinforcements. The hourly employees are represented by the United Auto Workers Local 1763. Oxford was awarded a \$26,000.74 training grant to train 12 workers of its workers in apprenticeship and journey level upgrade training. There was no activity on the Oxford account for the 2003-04 grant funding year. The grant application was resubmitted, cleared, and approved for the 2004-05 funding year.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
12	0	0	\$0.00	United Auto Workers, Local 1763

Results

Projected Outcomes: 4 Apprenticeship Certifications and 8 Journey Level upgrades

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
0	0	0	0	0	0	0	0

**Training Provider(s)**

Ivy Tech State College

7999 S US Hwy 41

Terre Haute

IN 47802

## Pearson Education

### Book Publishing/Printing

Incumbent Worker Training Fund (IWTF), 45%

### Indianapolis

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-167	1/1/04	6/30/06	\$200,000.00	\$0.00	\$200,000.00

### Project Description

Pearson Education is a global leader in integrated education publishing serving more than 100 million people worldwide. With such renowned brands as Pearson Prentice Hall, Pearson Longman, Pearson Scott Foresman, Pearson Addison Wesley, Pearson NCS, and many others, Pearson Education provides quality content, assessment tools, and educational services in all available media, spanning the learning curve from birth through college and beyond. It employs 1,218 employees at two central Indiana sites – Indianapolis and Lebanon. Pearson is utilizing this grant to send 46 employees to Ivy Tech for training in the business administration and logistics arena. This training will give these workers the skills they need to succeed while also opening up promotional opportunities for them. The employees, who are each entering the program from different educational backgrounds, will all earn Career Development Certificates in Business. Most will also complete Business Administration Technical Certificates with 28 expected to continue on to complete an Associate of Applied Science Degree in Business Administration – Logistics Specialty.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
46	55	0	\$0.00	N/A

### Results

Projected Outcomes: 5 Career Development Certificates in Business, 10 Business Administration Technical Certificates, and 28 getting 60 college credits towards Associate of Applied Science Degree in Business Administration

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>					<u>Age</u>				<u>Ethnic Background</u>																
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>	<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>	<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
35	20	55	0	46	9	0	55	0	12	17	10	5	3	5	3	0	0	0	0	55	38	8	6	0	3	0	0	55

### Training Provider(s)

Ivy Tech State College

PO Box 1763

Indianapolis

IN 46208

## Pearson Education

### Book Publishing/Printing

### Gain Education and Training (GET)

#### Indianapolis

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-0-438	2/1/01	8/10/03	\$200,000.00	\$105,340.00	\$94,660.00

#### Project Description

Pearson Education is a large textbook publishing company that employs approximately 600 workers in two Central Indiana facilities. The grant was established to provide Associate Degree training opportunities for 50 of the company's employees. Pearson's goal in implementing this two-year program was to increase employee retention and advance the skill levels of their employees. At the completion of this grant, 22 employees from Pearson Education's distribution and customer service center completed an accelerated academic program to earn Associates of Applied Science in Business Administration Degrees, with a specialty in Logistics. Half of the Pearson class, which included a diverse roster of supervisors, team leaders, customer service reps, and distribution center and maintenance staff, will continue on for their Bachelor's degrees.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
50	49	22	\$2.56	N/A

#### Results

22 Associates of Applied Science in Business Administration Degrees

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
25	24	49	0	42	7	0	49

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	5	11	10	11	7	2	3	0	0	0	0	49

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
36	10	3	0	0	0	0	49

#### Training Provider(s)

Ivy Tech State College	PO Box 1763	Indianapolis	IN 46206
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**Peerless Pottery****Plumbing Fixtures & Bathroom Accessories Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Rockport**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
N/A	6/15/04	6/15/05	\$191,625.00	\$0.00	\$191,625.00

**Project Description**

Peerless Pottery was awarded a \$191,625 Incumbent Worker Training grant in which 105 employees were eligible to earn a portable Certificate of Technical Achievement in Advanced Manufacturing endorsed by the State of Indiana and the Department of Workforce Development. This would have allowed employees learn new manufacturing competencies. However, due to competition from Mexico and other factors, Peerless Pottery was unable to do any training before the plant was forced to close.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
105	0	0	\$0.00	N/A

Results

Projected Outcomes: Certificate of Technical Achievement in Advanced Manufacturing

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
0	0	0	0	0	0	0	0

**Training Provider(s)**

Isaac Paul &amp; Associates

6915 Rosser Dr

Evansville

IN 47712

**Piezotech LLC****Electronic Components Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Indianapolis**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-2-114	12/1/02	11/30/04	\$66,750.00	\$30,039.00	\$36,711.00

**Project Description**

Piezotech, LLC is a company that employs approximately 64 workers in two small-business manufacturing facilities in Indianapolis and Lebanon. The company is looking to standardize, upgrade, and objectify their internal criteria. This training will help management identify underutilized employees for promotional and cross-training opportunities. The \$66,750 Incumbent Worker Training (IWT) grant was established to provide training to 44 employees. The training, administered through Walker Career Center, will increase the skills and efficiency of its employees. To date, 51 employees are participating in the training and \$30,039 has been expended. No outcomes have been reported.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
44	51	0	\$0.00	N/A

Results

Projected Outcomes: Certificates of Technical Achievement in Advanced Manufacturing

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
32	19	51	0	45	6	0	51

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
1	6	5	4	8	8	7	6	3	3	0	0	51

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
48	0	1	0	2	0	0	51

**Training Provider(s)**

Walker Career Center	9651 E 21st St	Indianapolis	IN 46229
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**Plastics Solutions, Inc****Plastics Products Mfg., NEC****Incumbent Worker Training Fund (IWTF), 45%****South Bend**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-102-B2	8/1/03	6/30/04	\$3,250.71	\$2,769.48	\$481.23

**Project Description**

Plastic Solutions, Inc (PSI) is a Class A manufacturing plant specializing in injection molding components, tool building, and assembly of parts for a vast arena of customers ranging from automotive to surgical to consumer to sports vendors. Quality drives every phase of the organization and assures customers of continuity and the flexibility to react immediately to changing needs and technology. PSI's work schedule runs 24 hours a day, five days a week. This was the first year for its apprenticeship program, finding the need to expand the skill levels of their workers. PSI has adopted an Associate Degree and Apprenticeship program. At the conclusion of the grant, one student had obtained an Apprenticeship Certification.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
1	1	1	\$2.	N/A

Results

1 Apprenticeship Certification

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	1	1	0	1	0	0	1

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	1	0	0	0	0	0	0	0	0	0	1

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
1	0	0	0	0	0	0	1

**Training Provider(s)**

Ivy Tech State College

PO Box 1763

Indianapolis

IN 46206

**Porter Engineered Systems, Inc.****Motor Vehicle Parts Mfg.****Gain Education and Training (GET)****Westfield**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-1-449	1/1/02	12/31/03	\$135,048.00	\$19,065.60	\$115,982.40

**Project Description**

Porter Engineered Systems manufactures seat-positioning systems for the automotive industry. Porter strongly believes in developing a highly skilled workforce that reflects the richness and diversity of the communities in which it operates. Its "Pay for Skills" training program requires all team members to attend 40 hours of in-house training in quality, safety, team building, maintenance and equipment set up. In addition, the \$135,048 training grant allowed 15 employees to enroll in an accelerated degree program at the Indiana Institute of Technology. With a degree and the in-house training, the participants will be better prepared to meet customer needs, reduce scrap, eliminate wasted motion, and increase productivity. To date, six workers have earned their Associate Degree and seven more are on track to complete by the grants end date.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
34	15	6	\$1.43	N/A

Results

6 Associate Degrees

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
13	2	15	0	15	0	0	15

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	2	3	6	2	2	0	0	0	0	15

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
14	1	0	0	0	0	0	15

**Training Provider(s)**

ITT Technical Institute

3500 DePauw Blvd, Pyramid 3010

Indianapolis

IN 46268



## Porter Engineered Systems, Inc.

**Motor Vehicle Parts Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Westfield**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-180	1/8/04	1/7/06	\$79,418.00	\$0.00	\$79,418.00

**Project Description**

Porter Engineered Systems provides seat-positions systems to the automotive industry. Porter provides a full range of engineering and design support to assist in applying infinitely adjustable technology to any automotive environment. Its CAD/CAM capabilities include CATIA, Unigraphics, SDRC and AutoCAD as well as Electronic Data Interchange (EDI) support for customers and suppliers. Porter will train 40 of its employees through this grant. Of these, 26 will be pursuing degrees with specialties ranging from Business Resources, Business Management to Information Technology. The remaining 14 employees will be pursuing technical certifications ranging from certification in Robotics, CNC programming and CAD. Each of these 14 employees will also be earning a Certificate of Technical Achievement in Advance Manufacturing from the State of Indiana. To date, 23 students have enrolled, with four employees already obtaining a credential. One Bachelors Degree and three Certificates of Technical Achievement have been issued.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	N/A	N/A
40	23	4		

Results

1 Bachelors Degree and 3 Certificates of Technical Achievement

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
11	12	23	0	23	0	0	23

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	2	4	5	2	3	5	2	0	0	0	0	23

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
20	3	0	0	0	0	0	23

**Training Provider(s)**

Ivy Tech State College	PO Box 1763	Indianapolis	IN 46206
Indiana Institute of Technology	3500 DePauw Blvd	Indianapolis	IN 46268
IU-Kokomo	2300 S Washington, Ave	Kokomo	IN 46902
ITT Tech	9511 Angola Ct	Indianapolis	IN 46268
Motoman Inc	805 Liberty Lane	W Carrollton	OH 45342
SDRC	2000 Eman Dr	Milford	OH 45150
Marion College	3200 Cold Spring Road	Indianapolis	IN 46222

## PTS Electronics Corporation

Electronic Repair Shops, NEC

Incumbent Worker Training Fund (IWTF), 45%

Bloomington

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-102-B8	8/6/03	6/30/04	\$179,118.00	\$163,576.55	\$15,541.45

### Project Description

PTS Electronics was established in 1967 with the primary focus of assisting with the service and replacement of television tuners to independent service dealers across the United States. Since then PTS has evolved into the nation's largest single source for tuners and mainboards and is also one of the nation's largest manufacturers of high-end wireless and cellular phone products. Currently, they employ about 600 employees. An unexpected number of students entered the apprenticeship program with some previous coursework completed, so the numbers of students per course were less than anticipated and the total unduplicated number was slightly less than forecast. However, the total number of certifications achieved in 2003-2004 exceeded the planned amount. Seventy-five Bureau of Apprenticeship and Training journeyman cards were issued and 111 IPC soldering certifications were achieved. The new electronics mechanic apprenticeship program specializing in rework/repair of the most contemporary models of digital, flat screen and big screen televisions offered cutting-edge information rarely available to students in other parts of the nation. The program was featured in the journal of the International Electronics Technician Association (ETA). Department of Workforce Development was recognized for their essential role in funding this innovative program in a ceremony held for new PTS journeypersons.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
213	192	186	\$0.72	N/A

### Results

111 Soldering Certifications and 75 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
33	159	192	6	76	110	0	192

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
6	34	35	26	23	20	24	12	6	1	0	5	192

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
191	0	0	0	1	0	0	192

### Training Provider(s)

Ivy Tech State College

200 Daniels Way

Bloomington

IN 47404

**QuickCut, Inc.****Food Processing Machinery and Specialty Machinery****Advance Indiana****Fort Wayne**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
ADVI-3-187	2/16/04	4/16/04	\$12,000.00	\$0.00	\$12,000.00

**Project Description**

QuickCut is small steel processing company that was started in 1997. It supplies parts that are used to produce finished products and serves industries in petroleum, automotive, commercial construction, industrial machinery, and material handling equipment. Training employees on new laser-cutting equipment will allow QuickCut to produce a wide range of parts more efficiently and competitively. Three employees received training in data communication, optical path alignment, calibration of stand off distance and focal distance, Fanuc control, laser-cutting techniques, and advanced programming. After the training, each employee was awarded a Certificate of Technical Achievement in Advanced Manufacturing.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
3	3	3	\$0.00	N/A

Results

3 Certificates of Technical Achievement in Advanced Manufacturing

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	3	3	0	3	0	0	3

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	1	0	1	1	0	0	0	0	0	3

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
2	0	0	0	1	0	0	3

**Training Provider(s)**

Strippet/LVD

12975 Clarence Ctr Rd

Akron

NY 14001

**Red Gold, Inc.****Canned Vegetables, Fruits Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Elwood**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3b-102-B2	1/5/04	6/30/04	\$20,152.00	\$17,981.46	\$2,170.54

**Project Description**

Red Gold, the largest producer of tomato products in the Midwest, strives to produce the "freshest, best tasting tomato products in the world." Their plants are located in Elwood, Orestes, and Geneva and all their tomatoes come from growers within a 100 mile radius of their plants. They employ over 1,000 people, drawn from the areas in and around their three plants, supporting the local economies. They are also great supporters of their employees, which they consider their most valuable resource. Though this is Red Gold's first semester to receive an Incumbent Worker Training (IWT) grant, they have worked with Ivy Tech State College over the past years to provide training for their apprentices. Their support for training for their employees is evident in that they provide space for training to take place at their facilities for the convenience of the employees. Because the work schedule for the company is dependent upon the unpredictable schedule of ripening crops, Red Gold makes special arrangements to provide employees with a convenient schedule so that training can take place. During this semester, Red Gold had 20 apprentices complete the Bureau of Apprenticeship and Training (BAT) program and achieve Journeyman status. They continue to encourage their employees to pursue their educations and continue to provide educational opportunities for their employees.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
18	20	20	\$0.00	N/A

Results

20 Apprenticeship Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
1	19	20	0	15	5	0	20

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	4	6	1	6	1	2	0	0	0	0	20

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
19	0	1	0	0	0	0	20

**Training Provider(s)**

Ivy Tech State College

104 W 53rd St

Anderson

IN 46013

## Remy Logistics

Electrical Equip. For Internal Combustion Engines Mfg.

Gain Education and Training (GET)

Anderson

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-1-446	1/1/02	12/31/03	\$27,804.00	\$4,005.07	\$23,798.93

### Project Description

Remy Logistics, located in Anderson, Indiana was a wholly owned limited liability company of Delco Remy that provided warehousing, distribution and contract manufacturing services. In an attempt to expand its business, Remy wanted to create better career paths for its employees. Remy was using the \$27,804 GET grant to allow seven of its employees to earn Associate Degrees in Business Administration through Ivy Tech's Fast-Track program. Although the training was going well, the plant unfortunately closed, making it impossible for the students to finish. Debbie Wohlberg, Manager of Training and Development of Delco Remy, commented, "The project went very well. The employees and the company benefited greatly from having been awarded the grant. This was the first opportunity most of the employees had an opportunity to further their education. Their self esteem improved, and they felt like their future could be brighter. It was unfortunate that the company had to close due to the manufacturing plants in Anderson moving work outside of the country. We were never able to fully utilize the funding."

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
7	7	0	\$0.00	N/A

### Results

Projected Outcomes: 7 Associate Degrees

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
3	4	7	0	7	0	0	7

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	4	1	2	0	0	0	0	0	0	0	7

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
5	2	0	0	0	0	0	7

### Training Provider(s)

Ivy Tech State College	104 W 53rd St	Anderson	IN 46013
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**Rolls-Royce****Aircraft Engines and Engines Parts Mfg.****Incumbent Worker Training Fund (IWTF), 55%****Indianapolis**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-18	7/2/03	8/18/04	\$99,975.00	\$90,677.96	\$9,297.04

**Project Description**

Rolls Royce is the third largest employer in Indianapolis. The average age of its employees is over 40 with more than a decade of service. In an effort to continue to address the issues associated with an aging workforce, the company provides training for both existing and new employees. These workers will then be able to assume the responsibilities of those in senior positions as they edge toward retirement. The company continues to work in partnership with the Department of Workforce Development and Ivy Tech State College to assist with training of its skilled trade apprentices and journeypersons. This year's grant planned for a total of 21 classes, 15 for apprentice related education and six for journeyperson upgrade training. Twenty-three courses were attended throughout this grant year by 21 apprentices. Although we planned for 42 journeyperson to attend the six journeyperson upgrade classes only 27 journeypersons were able to take advantage. At the conclusion of this grant, 21 trainees received Apprenticeship Certifications and 42 obtained Journey Level upgrades.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
60	48	48	\$1.1	United Auto Workers, Local 933

**Results**

21 Apprenticeship Certifications and 27 Journey Level upgrades

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
1	47	48	1	16	31	0	48

<u>Age</u>											<u>Total</u>	
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
0	0	3	6	7	7	11	6	8	0	0	0	48

<u>Ethnic Background</u>							<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	
44	4	0	0	0	0	0	48

**Training Provider(s)**

Ivy Tech State College

PO Box 1763

Indianapolis

IN 46206

### Ryobi Die-casting (USA), Inc.

**Manufactures aluminum die castings, transmission housings, Incumbent Worker Training Fund (IWTF), 45% Shelbyville**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-172	1/4/04	1/3/06	\$205,512.00	\$6,970.00	\$198,542.00

#### Project Description

Ryobi Die Casting is one of the world's largest independent die casters producing 45 different aluminum die cast parts for the automotive industry. Ryobi was awarded a \$205,512 Incumbent Worker Training grant to offset costs for 66 employees to receive either North America Die Casting Association certifications, apprenticeship training, robotic training or training on CNC machines. Fifty-three employees enrolled in training during the first six months of the grant. "In order to remain competitive in the automotive market, our people need to be highly skilled," said company president Tom Musgrave.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
66	53	0	\$0.00	N/A

#### Results

Projected Outcomes: 18 Apprenticeship Certifications, 20 Certificates of Technical Achievement, and 28 North American Die Casting Certificates

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	53	53	3	20	30	0	53

<u>Age</u>												<u>Total</u>
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
1	8	8	11	10	6	4	1	3	1	0	0	53

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>		
53	0	0	0	0	0	0		53

#### Training Provider(s)

Ivy Tech State College	PO Box 1763	Indianapolis	IN	46206
N American Die Casting Association (NADCA)	9701 W Higgins Rd, Suite 880	Rosemont	IL	60018
ABB Robotic	1250 Brown Rd	Auburn Hill	MI	48326
Cincinnati Lamb Machining Operations	5523 E Nine Mile Rd	Warren	MI	48091

**Schafer Gear Works, Inc****Industrial High Speed Drives & Gears Mfg.****Incumbent Worker Training Fund (IWTF), 45%****South Bend**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-195	6/1/04	6/1/06	\$170,750.00	\$0.00	\$170,750.00

**Project Description**

Schafer Gear Works, Inc. (SGW) custom manufactures gears and machined components for a variety of industries including automotive, heavy-duty truck, lawn and garden, aircraft instrumentation, medical, poultry feed equipment, agriculture and construction. SGW has a facility in South Bend as well as Schafer Precision Machining in Fort Wayne. SGW also holds the exclusive contract rights to manufacture the gears that are in the Segway Human Transport. Facing fierce competition in other markets from India and China, SGW has implemented training in gear cutting and the concepts of advanced manufacturing in order to improve productivity by enhancing quality of workmanship, reducing scrap, and improving turn around time on customers' orders. Upon completion of the training, 92 employees will receive Certificates of Technical Achievement in Advanced Manufacturing.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
92	63	0	\$0.00	N/A

**Results**

Projected Outcomes: Certificates of Technical Achievement in Advanced Manufacturing

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
13	50	63	0	63	0	0	63

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
1	3	5	9	4	9	11	10	8	3	0	0	63

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
54	4	2	0	3	0	0	63	

**Training Provider(s)**

Indiana Business & Modernization Tech Corp	6910 Main St, Unit 27	Granger	IN 46530
Tooling University LLC	15700 S Waterloo Rd	Cleveland	OH 44110
Gleason Cutting Tools	1351 Windsor Rd	Loves Park	IL 61111



## Scott County Partnership

### Job Training & Voc Rehab Service

Incumbent Worker Training Fund (IWTF), 45%

### Scottsburg

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-177	1/15/04	6/30/05	\$188,647.00	\$26,585.00	\$162,062.00

### Project Description

Scott County Partnership was awarded an \$188,647 grant to train 58 workers in industrial maintenance. The programs focus is to develop technical skills in the industrial maintenance areas of five participating companies in Electrical Systems, Mechanical Systems, Motor Controls, Hydraulics, Pneumatics, and Programmable Logic Controllers (PLCs). These courses will translate into credit courses that can be applied to a Technical Certificate or an Associates Degree through Ivy Tech. To date, there are 34 participants enrolled in training and \$26,585 of expenditures have been released toward training.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
58	34	0	\$0.00	N/A

### Results

Projected Outcomes: College Credits and Ivy Tech Career Development Certifications in Industrial Maintenance

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
1	33	34	5	17	3	9	34

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	11	4	4	5	3	5	1	0	1	0	34

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
33	1	0	1	0	0	0	35

\*One person marked two ethnicities, thereby increasing the number from 218 to 219

### Training Provider(s)

Ivy Tech State College

8204 Hwy 311

Sellersburg

IN 47172

## Sea Hawk Recreational Vehicles, Inc.

Motor Homes Mfg.

Gain Education and Training (GET)

Nappanee

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-2-458	9/1/02	8/31/04	\$68,600.00	\$16,200.00	\$52,400.00

### Project Description

Sea Hawk Recreational Vehicles, Incorporated is a manufacturer of motorized and towable recreational vehicles. The company also provides after market services and support for the recreational vehicles it manufactures. Following in the footsteps of its affiliate, Fairmont Homes, Sea Hawk began implementing a corporate university in 2002. Using the same format of weekly training, Sea Hawk is focusing on process improvements that reduce waste and add value for the customer. This grant has helped 159 individuals receive Ten-Core Certificates of Technical Achievement (CTA) in Advanced Manufacturing or Business Support; and all 159 individuals also received a customized CTA in areas that directly apply to specific work within the company. As well, just shy of the end date of the grant, 25 people will receive their Associates Degrees this December. Combined, the training program has provided over 400 portable, transferable credentials to the participants.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
135	159	159	\$0.00	N/A

Results

159 Certificates of Technical Achievement in Advanced Manufacturing or Business Support and 159 Customized Certificates of Technical Achievement

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>					
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>	
36	123	159	0	159	0	0	159	

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
7	26	30	19	20	18	11	19	4	3	2	0	159

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
139	0	20	0	0	0	0	159

### Training Provider(s)

America, Information, & Marketing, Inc	4702 Lincolnway E	Mishawaka	IN 46544
Vincennes University	1000 Rowe St	Elkhart	IN 46516

**SEI Information Technology****Computer Programming Services****Incumbent Worker Training Fund (IWTF), 45%****Merrillville**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-198	6/1/04	9/30/04	\$34,500.00	\$0.00	\$34,500.00

**Project Description**

SEI Information Technology delivers customized service solutions, which support evolving information technology needs. The outsource help/service desk, managed services, and consulting services are tightly focused on continuous improvement to ensure that customers optimize their information technology investments. SEI's strategy is to keep up to date with the latest technologies and to be proficient on all legacy technologies, therefore to remain competitive, technician's competencies must be a step above what the competition offers. SEI was awarded \$34,500 for 20 employees to complete training in Microsoft Desktop Support. Nineteen employees enrolled and completed the training. Certifications are invaluable to the information technology industry and SEI values continual learning by providing career ladders for those employees who advance their knowledge through certifications.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
20	19	19	\$0.00	N/A

Results

19 Microsoft Desktop Support Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>					
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>	
4	15	19	0	3	16	0	19	

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	5	4	3	1	2	4	0	0	0	0	0	19

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
12	2	5	0	0	0	0	19	

**Training Provider(s)**

Current Technologies Computer Learning	6210 Central Ave	Portage	IN 46368
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## Shelby County Lifelong Learning Corporation

Incumbent Worker Training Fund (IWTF), 45%

### Shelbyville

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-197	6/1/04	12/31/05	\$34,500.00	\$0.00	\$34,500.00

#### Project Description

Shelby County Lifelong Learning Corp is a not-for-profit organization dedicated to furthering the growth of local business and industry. They are funded with EDIT dollars and have the goal of increasing the intellectual assets of Shelby County. Five employers are committed to this project and another firm is participating at its own expense. The Learning Corporation put together this group of employers by seeking firms interested in the development of an industrial maintenance-training program to increase the skills of their facility maintenance personnel. The companies participating in this event are Freudenberg NOK, O'Neal Steel, PK USA, Plastic Moldings Co, LLC and Plymate, Inc. This project will provide training for 16 people through Vincennes University. It will consist of 225 contact hours and participants will earn 15 college credits that can be applied toward a degree. Training will cover mathematics for maintenance technicians, mechanical print reading, basic electricity and electronics, programmable logic controllers programming and hydraulics and pneumatics.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
16	15	0	\$0.00	N/A

#### Results

Projected Outcomes: Customized Certificates of Applied Learning

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>						
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>		
0	15	15	1	14	0	0	15		

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
1	1	3	4	2	2	2	0	0	0	0	0	15

<u>Ethnic Background</u>									
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>		
15	0	0	0	0	0	0	15		

#### Training Provider(s)

Vincennes University	1002 N First St	Vincennes	IN	47691
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## Shorewood Packaging

### Commercial Lithographic Printing

Incumbent Worker Training Fund (IWTF), 45%

### Indianapolis

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-168	1/5/04	11/3/04	\$98,000.00	\$32,667.00	\$65,333.00

### Project Description

Shorewood Packaging Corporation, a business of International Paper's Consumer Packaging Group, is one of the world's leading manufacturers of premium packaging, with multiple facilities in North America, Europe and Asia. Shorewood-Indianapolis started transition to a Digital Workflow in the Prepress department and have installed equipment that requires the use of direct plate technology. To ensure employees are successful with this new technology it is imperative they receive the training and exposure to this new technology. Fifteen people are currently enrolled in this program and all are performing above 90%. Twelve employees have completed the program, with the rest of the trainees projected to complete and receive a Graphic Arts Technical Foundation, Imaging Skills Certificates by the end of the grant term date.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
14	15	12	\$1.84	N/A

### Results

12 Graphic Arts Technical Foundation, Imaging Skills Certificate

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
5	10	15	0	11	4	0	15

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	1	0	1	2	6	2	1	1	1	0	15

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
15	0	0	0	0	0	0	15

### Training Provider(s)

DeskTop Media	1212 E Michigan St	Indianapolis	IN 46202
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**Sonoco****Commercial Printing****Incumbent Worker Training Fund (IWTF), 55%****Edinburgh**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3D-102-4	9/3/03	6/30/04	\$123,012.00	\$21,376.64	\$101,635.36

**Project Description**

Sonoco was awarded a \$123,012 Incumbent Worker Training grant to train 37 of its employees. This was the first grant that Sonoco has received and with a new work schedule and a tremendous amount of overtime, an adjustment period was necessary for the apprentices. Through its training provider, Ivy Tech State College, Sonoco managed to put 17 of its employees through training, with all 17 obtaining an Apprenticeship Certification at the end of the grant term.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
37	17	17	\$0.00	UNITE, Local 1490

Results

17 Apprenticeship Certifications

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	17	17	0	15	2	0	17

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	3	4	0	2	3	4	1	0	0	0	17

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
16	1	0	0	0	0	0	17

**Training Provider(s)**

Ivy Tech State College	4475 Central Ave	Columbus	IN 47203
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## Southeastern Indiana Workforce Investment Board

### Job Training & Voc Rehab Service

### Regional Skill Alliance (RSA)

#### Madison

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-1-13	11/1/01	9/30/03	\$53,333.00	\$45,018.00	\$8,315.00

#### Project Description

Through a collaboration with the Department of Workforce Development and the Southeastern Indiana Incumbent Worker Council, IUE-CWA Local 84-919 was awarded a Regional Skill Alliance (RSA) grant. This \$53,333 grant was intended to help 100 workers earn a Microsoft Office User Specialist certification, which is globally recognized as the standard for demonstrating computer skills with increased productivity. A group of union manufacturing workers proposed this short-term pilot project to improve and document the achievement of computer skills as a part of an overall advanced manufacturing strategy in the region. This grant helped 63 people receive MOUS certifications and in addition two employees also received the expert level MOUS certification.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
100	101	63	\$0.5	IUE-CWA Local 84-919; UAW Locals: 1904,2050,1118; Teamsters Local 135 Hotel/Restaurant Local #13; SPFP Local 205

#### Results

63 MOUS certifications and 2 also received expert level MOUS Certifications

#### Demographics Of Trainees

Gender			Education									
Female	Male	Gender Total	Less than 12	Diploma or GED	More than 12	Not Reported	Education Total					
40	61	101	4	71	26	0	101					
Age												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	1	1	5	19	18	27	18	10	2	0	0	101
Ethnic Background												
White	African-American	Hispanic	American Indian	Asian	Hawaiian	Ethnic Not Reported	Total Ethnic					
100	1	0	0	0	0	0	101					

#### Training Provider(s)

Ivy Tech State College	2325 Chester Blvd	Richmond	IN 47374
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## Southeastern Indiana Workforce Investment Board

### Job Training & Voc Rehab Service

### Regional Skill Alliance (RSA)

#### Madison

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-3-13	8/1/03	7/31/05	\$160,000.00	\$53,994.00	\$106,006.00

#### Project Description

Southeastern Indiana Workforce Investment Board, was awarded a \$160,000 RSA grant on behalf of Dearborn County Hospital, Decatur County Memorial Hospital, The King's Daughters Hospital and Health Services, Margaret Mary Community Hospital and Rush Memorial Hospital. The grant will help 69 people receive their degrees in registered nursing, radiation technology, respiratory therapy, and licensed practical nursing. 60 are currently enrolled in the program and eight of these individuals have already completed the program and received their degrees.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$5.9	N/A
69	60	8		

#### Results

2 Respiratory Therapy, 2 Radiation Technology, and 4 Registered Nurse Associate Degrees

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
55	5	60	0	26	34	0	60

<u>Age</u>											
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>
12	14	12	8	2	7	1	1	1	0	0	2
											60

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
60	0	0	0	0	0	0	60

#### Training Provider(s)

Indiana University-Purdue University	355 N Lansing St	Indianapolis	IN	46202
Excelsior College	7 Columbia Circle	Albany	NY	12203
Indiana University SE	4201 Grant Line Rd	New Albany	IN	47150
Ivy Tech Madion	590 Ivy Tech Dr	Madison	IN	47250
Ivy Tech Sellersburg	8204 Hwy 311	Sellersburg	IN	47172
Indiana University	300 N Jordan Ave	Bloomington	IN	47405
Good Samaritan School of Nursing	375 Dixmyth Ave	Cincinnati	IO	45220
Indiana Wesleyan	4201 S Washington	Marion	IN	46953
Purdue University	425 W State St	West Lafayette	IN	47907
Marion College	3200 Cold Spring Rd	Indianapolis	IN	46222
California College	2424 Hoover Ave	National City	CA	91950
Kings Daughters' Hospital	One King's Daughters Dr	Madison	IN	47250
Ball State University	2000 University Ave	Muncie	IN	47306
Indiana State College	200 N Seventh St	Terre Haute	IN	47809
Nern Kentucky University	University Dr	Highland Heights	KY	41099
Cincinnati State Tech and Community College	3528 Central Parkway	Cincinnati	OH	45223
Xavier University	3800 Victory Pkwy	Cincinnati	OH	45207
Florida Hospital College of Health Sciences	800 Lake Estelle Dr	Orlando	FL	32803
Hancock Memorial Hospital and Health Services	801 N State St	Greenfield	IN	46140



## Southern Seven Workforce Investment Board

Job Training &amp; Voc Rehab Service

Regional Skill Alliance (RSA)

New Albany

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-1-71	9/14/01	10/31/03	\$67,577.78	\$55,017.00	\$12,560.78

### Project Description

The Scott County Partnership, in cooperation with the Southern Seven Workforce Investment Board and the Department of Workforce Development, developed the first community-wide training program in the state. This training program is employer driven and addresses the unique training needs of the incumbent worker as well as the underemployed and the unemployed. The \$67,577.78 RSA training grant is funding industrial maintenance training for 38 workers from 10 local companies. Thirty-three participants completed and have been awarded a Certificate of Technical Achievement in Advanced Manufacturing. This valuable certificate documents the technical proficiencies of each worker and is recognized by Indiana and twenty other states. This project ended on October 31, 2003, \$55,017 was expended.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
38	39	33	\$0.06	N/A

### Results

33 Certificates of Technical Achievement in Advanced Manufacturing

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
22	17	39	4	29	6	0	39

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	4	4	4	7	10	7	3	0	0	0	0	39

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
39	0	0	0	0	0	0	39

### Training Provider(s)

Workforce Development Concepts

PO Box 270

Odon

IN 47562

## Southern Seven Workforce Investment Board

### Job Training & Voc Rehab Service

### Regional Skill Alliance (RSA)

#### New Albany

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-2-85	8/22/02	6/30/04	\$78,726.00	\$38,267.00	\$40,459.00

#### Project Description

The Southern Seven Workforce Investment Board (WIB) brought eleven tool and die companies together to develop an apprenticeship training program. Forty-two, out of a projected forty-eight, have enrolled in various Bureau of Apprenticeship approved training programs relating to the tool and die industry. This project's development and success reflects a positive effort between businesses, Chambers of Commerce, the AFL-CIO Labor Institute for Training, economic developers, community leaders, employers, and WIB members and staff. To date, nine individuals have completed their apprenticeship training and one has earned a Journey Level upgrade.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
48	42	10	\$2.35	Bakery, Confectionery and Tobacco Workers (BCTW) and Grain Millers, Local 336 (Sonoco Products), IAM, Locals 681, 2723 (MKM Machine Tool Co. & Holm Industries), and Teamsters, Local 89 (Fire King)

#### Results

9 Apprenticeship Certifications and 1 Journey Level upgrade

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>								
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>				
1	41	42	0	38	4	0	42				

<u>Age</u>											
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>
4	8	9	9	7	2	1	2	0	0	0	0
											<u>Total</u>
											42

<u>Ethnic Background</u>									
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>		
40	2	0	0	0	0	0	42		

#### Training Provider(s)

Ivy Tech State College	8204 Hwy 311	Sellersburg	IN	47172
Jeff Tech	727 W Chestnut	Louisville	KY	40203
Prosser College	4202 Charlestown Rd	New Albany	IN	47150

## Southern Seven Workforce Investment Board

### Job Training & Voc Rehab Service

### Regional Skill Alliance (RSA)

#### New Albany

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-4-85	8/1/03	8/30/04	\$134,530.00	\$35,080.00	\$99,450.00

#### Project Description

In an effort to address health care shortages, Southern Seven Workforce Investment Board was awarded a \$134,530 grant to allow eight facilities to train workers in critical healthcare positions. The positions are as listed: Registered Nurses, Radiology Technicians, Emergency Medical Technicians, Surgical Technicians, BSNs, MSNs, coding, Licensed Practical Nurses, Nurse Practitioners and Medical Technicians. Seventy-seven planned participants were approved to receive training. Of those, 74 have been enrolled and four have completed. This project is set to expire on 08/30/2004. To date, \$35,080 has been expended.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$6.98	N/A
77	74	4		

#### Results

4 Healthcare Associate Degrees

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
66	8	74	0	21	53	0	74

<u>Age</u>											
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>
1	29	16	8	5	6	5	4	0	0	0	0
											<u>Total</u>
											74

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
74	0	0	0	0	0	0	74

#### Training Provider(s)

Bellarmine	2001 Newburg Rd	Louisville	KY 40205
Jefferson Community	109 E BRdway	Louisville	KY 40202
University of Louisville	no St address listed on internet	Louisville	KY 40292
Spencerian College	4627 Dixie Highway	Louisville	KY 40216
Indiana Wesleyan	42015 Washington St	Marion	IN 46953
EMT, Inc of Bloomington	705 A E Dillman Rd	Bloomington	IN 47401
Excelsior	7 Columbia Circle	Albany	NY 12203
Ivy Tech Columbus	4475 Central Ave	Columbus	IN 47203
Ivy Tech State College	8204 Highway 311	Sellersburg	IN 47172
IUSE	4201 Brant Line Toad	New Albany	IN 47150
University of Sern Indiana	8600 University Blvd	Evansville	IN 47712
Spalding University	851 S 4th St	Louisville	KY 40203
KCTCS	2624 Research Park Dr	Lexington	KY 40203
Drexel University	3141 Chestnut St	Philadelphia	PA 19104
University of Phoenix Online	www.phoenix.edu		
Rue	150 McMullen Booth	Clearwater	FL 33759
Kings Daughters	112 Presbyterian Ave	Madison	IN 33759
Rue	150 McMullen Booth	Clearwater	FL 33759
Kings Daughters	112 Presbyterian Ave	Madison	IN 33759

## Southwestern Indiana Workforce Investment Board

### Job Training & Voc Rehab Service

### Regional Skill Alliance (RSA)

#### Evansville

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-2-16	5/21/02	5/21/04	\$77,045.00	\$38,541.00	\$38,504.00

#### Project Description

The Southwestern Workforce Investment Board (WIB) initiated a Regional Skills Alliance grant with Ivy Tech State College to train 17 Certified Nursing Assistants to become Licensed Practical Nurses. The WIB recognized a need to meet the health care shortage in the region. Six health care facilities participated in the grant and 19 workers enrolled in training. The program had a huge number of successes. Connie Kirwer, president of the Long Term Care Advisory Board, had this to say about the program, "It is wonderful. The program assisted our associates who were proven high caliber employees. It allowed these associates to enroll into the Practical Nursing Program at Ivy Tech State College that is known for excellence. The result is an outstanding nurse that meets the needs of the Long Term Care Community. It even serves as a spring board to RNs." By the end of the two-year grant, 11 had completed training with at least 52 credits and tested for their LPN license. Each worker realized an average wage increase of \$2.69 per hour.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$2.69	N/A
17	19	11		

#### Results

11 completed training with at least 52 college credits and tested for LPN license

#### Demographics Of Trainees

Gender			Education									
Female	Male	Gender Total	Less than 12	Diploma or GED	More than 12	Not Reported	Education Total					
18	1	19	0	12	7	0	19					
Age												
16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+	Not Reported	Total
0	5	1	6	3	2	2	0	0	0	0	0	19
Ethnic Background												
White	African-American	Hispanic	American Indian	Asian	Hawaiian	Ethnic Not Reported	Total Ethnic					
17	1	1	0	0	0	0	19					

#### Training Provider(s)

Ivy Tech State College	3501 First Ave	Evansville	IN 47711
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### Regional Skill Alliance (RSA)

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-1-16	8/27/01	8/31/03	\$51,168.00	\$13,640.00	\$37,528.00

Seven area Evansville machine shops were awarded a \$45,633 Regional Skills Alliance (RSA) grant to assist in training 21 workers. In February 2003, the total amount of this grant was increased by \$5,535 to compensate for tuition increases. This program encouraged individuals to earn Apprenticeship Certifications or Associate Degrees in Technology. At the conclusion of this grant, four trainees earned Apprenticeship Certifications.

## Results

### 4 Apprenticeship Certifications

Gender			Education				
Female	Male	Gender Total	Less than12	Diploma or GED	More than 12	Not Reported	Education Total
0	21	21	0	17	4	0	21

Age												Total
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
5	3	4	4	3	1	0	0	0	1	0	0	21

Ethnic Background							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
20	1	0	0	1	0	0	22

\*One person marked two ethnicities, thereby increasing the number from 21 to 22

Ivy Tech State College PO Box 1763 Indianapolis IN 46206

## Southwestern Indiana Workforce Investment Board

### Job Training & Voc Rehab Service

### Regional Skill Alliance (RSA)

#### Evansville

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-0-16	10/15/02	6/30/04	\$67,500.00	\$53,561.00	\$13,939.00

#### Project Description

Southwest Indiana Workforce Investment Board was awarded a \$67,500 Regional Skill Alliance grant over two years to help area electricians earn Building Industry Consulting Services International (BICSI) certificates. The Evansville Joint Apprenticeship Training Committee contributed an additional \$65,584 to the training project. BICSI offers various courses in all phases of telecommunications distribution, design and installation. An electrician with a BICSI certification is in great demand, as more and more companies require this certification for projects. In the first year of this project 37 electricians earned certifications, and by the end of the grant, 82 electricians had earned 96 various levels of BICSI certifications.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
50	83	82	\$0.13	International Brotherhood of Electrical Workers, Local #16

#### Results

82 electricians earned 96 levels of Building Industry Consulting Services International (BICSI) Certificates

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>					<u>Education Total</u>			
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>					
4	79	83	0	29	54	0					83

<u>Age</u>												<u>Total</u>
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
0	2	7	15	17	22	13	5	1	0	0	1	83

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>		
80	3	0	0	0	0	0		83

#### Training Provider(s)

Evansville JATC	1321 Edgar St	Evansville	IN 47710
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## Southwestern Indiana Workforce Investment Board

### Job Training & Voc Rehab Service

### Regional Skill Alliance (RSA)

#### Evansville

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-3-16	8/20/02	8/30/04	\$99,490.00	\$44,484.00	\$55,006.00

#### Project Description

Attrition is a factor contributing to the shortage of qualified manufactures in the southwest region of the state. In a proactive approach to fill the shortages, the Southwest Workforce Investment Board (WIB) was awarded a \$61,254 Regional Skills Alliance grant to allow 60 workers to earn their Career Development Certificate (CDC) or an Associates Degree. This is a minimum 18-credit hour college tuition program. Vincennes University and Ivy Tech are administering the courses. A modification to extend the project through August 30, 2004 and increase the award by \$38,236 was approved to cover year-two costs. Currently, forty-six workers are enrolled and one person has completed the program with an Associates Degree.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$1.1	N/A
60	46	1		

#### Results

1 Apprenticeship Certification

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
1	45	46	0	28	18	0	46

<u>Age</u>												<u>Total</u>
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
4	5	8	12	3	8	3	3	0	0	0	0	46

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>		
45	1	0	0	0	0	0	0	46

#### Training Provider(s)

Ivy Tech State College	3501 First Ave	Evansville	IN	47711
Vincennes University	1002 N First St	Vincennes	IN	47591

## Stant Manufacturing Inc

Motor Vehicle Parts Mfg.

Incumbent Worker Training Fund (IWTF), 55%

Connersville

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-28	8/6/03	6/30/04	\$42,544.00	\$4,842.77	\$37,701.23

### Project Description

Stant Manufacturing is a subsidiary of Tomkins, and is engaged in manufacturing fuel valves for the automotive industry. They were awarded \$42,544 for 11 employees to take classes to obtain Journey Level upgrades. Stant purchased a Basic Electricity (MIT113) and a Machine Maintenance & Installation (IMT203) for their journeyman to meet their scheduling needs. At the conclusion of this grant, all 11 employees enrolled and earned a certification.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
11	11	11	\$0.59	United Auto Workers, Local 1904

Results

11 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	11	11	0	2	2	7	11

<u>Age</u>											<u>Total</u>	
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
0	0	0	1	1	0	2	1	3	2	0	1	11

<u>Ethnic Background</u>							<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	
11	0	0	0	0	0	0	11

### Training Provider(s)

Ivy Tech State College

2325 Chester Blvd

Richmond

IN 47374



**Styleline/OFS****Wood Office Furniture Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Huntingburg**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-181	2/1/04	1/31/06	\$201,168.00	\$0.00	\$201,168.00

**Project Description**

Styleline Industries, located in Dubois county, competes nationally as a maker of fine office furniture. Management determined that its workers needed better computer skills to compete so they applied to DWD for a training grant for a program developed by Pinnacle Computer services. With the \$201,168 training grant, 132 employees will receive a Certificate of Technical Achievement. At the time of publication, no data had been submitted.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
132	0	0	\$0.00	N/A

Results

Projected Outcomes: Certificates of Technical Achievement

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
0	0	0	0	0	0	0	0

**Training Provider(s)**

Pinnacle Computer Services	640 S Hebron Ave	Evansville	IN 47714
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**Syndicate Sales, Inc.****Plastics Products Mfg., NEC****Gain Education and Training (GET)****Kokomo**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-2-462	8/26/02	7/1/04	\$11,786.00	\$0.00	\$11,786.00

**Project Description**

Syndicate Sales was awarded an \$11,786 Gain Education and Training (GET) grant to provide training for 12 workers. The addition of new equipment as the production process changes and becomes more technical, increases the need to close the skill gaps of their employees. Training will result Career Development Certificates (CDC) after completing the 18 credit hour curriculum developed by Ivy Tech State College-Kokomo. The CDC will provide training needed to upgrade the technical skills of its maintenance employees. Unforeseen circumstances caused by the economy did not allow individuals to participate in training. As a result, no payment was released.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
12	7	0	\$0.00	N/A

Results

Projected Outcomes: Career Development Certificates

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	7	7	0	7	0	0	7

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	2	1	2	1	1	0	0	0	0	0	0	7

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
7	0	0	0	0	0	0	7

**Training Provider(s)**

Ivy Tech State College

1815 E Morgan St

Kokomo

IN 46901

**TECH Smart / Indianapolis Private Industry Council****Job Training & Voc Rehab Service****Workforce Investment Now (WIN)****Indianapolis**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
WR-0-39	9/1/01	8/31/03	\$200,000.00	\$197,894.00	\$2,106.00

**Project Description**

The Indiana Department of Workforce Development, the city of Indianapolis, and the Indianapolis Private Industry Council teamed up to make the Tech Smart pilot initiative a reality. Tech Smart is patterned after the highly successful Focus Hope, a training and placement model developed in Detroit, Michigan, that targets the economically disadvantaged, women, persons with disabilities, and dislocated workers. With the financial assistance from a \$200,000 Advance Indiana training grant, 36 individuals who were working, under-employed, unemployed or dislocated received training that would lead to a certification in Information Technology (IT). Twenty-six of them completed their training, earning various IT certifications.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	N/A	N/A
30	35	26		

Results**Information Technology Certifications****Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
9	26	35	0	6	23	6	35

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	4	5	4	8	4	3	2	0	0	5	35

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
25	7	0	0	0	0	3	35

**Training Provider(s)**

Ivy Tech State College

PO Box 1763

Indianapolis

IN 46206

## Techpoint

### Workforce Investment Now (WIN)

#### Indianapolis

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
WR-2-230	1/31/03	1/31/04	\$200,000.00	\$199,999.94	\$0.06

#### Project Description

Techpoint was awarded a \$200,000 pilot project to go toward their careerINSight initiative. The funds were used to deploy programming and marketing activities created to increase awareness of employment opportunities within Indiana's technology community, with the goal being retention of students from Indiana schools and students from key out-of-state institutions seeking employment in technology fields. This program paid for in-state program expansion and program support. All money has been expended. \*Being an experimental project, no demographic information was required.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
N/A	N/A	N/A	\$0.00	N/A

#### Results

\*Pilot Program

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
0	0	0	0	0	0	0	0

#### Training Provider(s)

## Tecumseh Area Partnership, Inc.

### Job Training & Voc Rehab Service

### Regional Skill Alliance (RSA)

#### Lafayette

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-2-06	1/1/03	8/31/04	\$134,142.00	\$4,160.00	\$129,982.00

#### Project Description

The Tecumseh Area Partnership (TAP) is sponsoring this grant for local area healthcare employers in Region 4. This grant is intended to assist a number of the major local employers solve their nursing shortage needs. TAP was given a \$134,142 RSA training grant to help 43 health care workers earn credentials in the healthcare field as Registered Nurses, Licensed Practical Nurses, Radiologic Technicians, or Respiratory Therapists. TAP has partnered with Ivy Tech State College, Purdue University, the Indiana College Network and several other local training vendors to help accomplish this objective. Three people enrolled in training and to date, two trainees have obtained Nursing Degrees.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$4.05	N/A
43	3	2		

#### Results

2 Nursing Degrees

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
3		3	0	2	1	0	3

<u>Age</u>												<u>Total</u>
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
0	1	1	0	1	0	0	0	0	0	0	0	3

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>		
3	0	0	0	0	0	0		3

#### Training Provider(s)

Purdue University	502 N University St	West Lafayette	IN	47906
Ivy Tech State College	3101 S Creasy Lane	Lafayette	IN	47901
Ball State University	400 N McKinley Ave	Muncie	IN	47302
St Elizabeth School of Nursing	1501 Hartford St	Lafayette	IN	47901
Indiana University	2300 S Washington St	Kokomo	IN	46902
Indiana Wesleyan University	420 S Washington St	Marion	IN	46952
Provena United Samaritans Medical Center	812 N Logan Ave	Danville	IL	61832
Indiana College Network, IHETS	714 N Senate Ave	Indianapolis	IN	46204

## The Center of Workforce Innovations, Inc.

### Job Training & Voc Rehab Service

### Regional Skill Alliance (RSA)

#### Valparaiso

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-1-76	10/1/01	9/30/03	\$104,940.00	\$101,521.00	\$3,419.00

#### Project Description

The Center for Workforce Innovations, acting as the administrator of this grant, helped facilitate a collaboration between eleven employers in Jasper County, the Department of Workforce Development (DWD), Ivy Tech State College, and the Jasper County Foundation. Its goal was to bring an Associate Degree program to the Jasper County business community. This fast-track program has enabled employers to promote from within. This has served as a benefit to the employers, employees and the community. Twenty-five incumbent workers have taken advantage of this education and 16 have completed the training program earning an Associate Degree.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$1.41	N/A
30	25	16		

#### Results

16 Associate Degrees in Business

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
14	11	25	0	15	10	0	25

<u>Age</u>											
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>
0	6	7	5	2	3	2	0	0	0	0	0
											<u>Total</u>
											25

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
25	0	0	0	0	0	0	25

#### Training Provider(s)

Ivy Tech State College

PO Box 1763

Indianapolis

IN 46206

## The Center of Workforce Innovations, Inc.

### Job Training & Voc Rehab Service

### Regional Skill Alliance (RSA)

#### Valparaiso

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-2-76	1/1/03	12/31/04	\$88,315.00	\$67,041.00	\$21,274.00

#### Project Description

The Center for Workforce Innovations (CWI) was the catalyst in forming a partnership between five manufacturers in Starke County, the Indiana Department of Workforce Development (DWD), Starke County Development foundation, Starke County Commissioners, Ancilla College, and Purdue North Central. To date, this grant has been able to provide a locally delivered program for 19 incumbent workers to receive a 30 college credit hour certificate in Organizational Leadership and Supervision. The program was developed to provide local workers with the skills needed to better understand business and the manufacturing environment. Employers now have the ability to promote from within and improve retention of existing employees

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$0.06	N/A
63	46	19		

#### Results

19 30-college credit hour certificate in Organizational Leadership Supervision

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
35	11	46	0	41	5	0	46

<u>Age</u>												<u>Total</u>
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
1	7	9	4	7	5	9	3	1	0	0	0	46

Ethnic Background							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
44	2	0	0	0	0	0	46

#### Training Provider(s)

Purdue University	1401 S US 421	Westville	IN	46391
Ancilla College	PO Box 1, Union Rd	Donaldson	IN	46513

## The Center of Workforce Innovations, Inc.

### Workforce Investment Board

### Regional Skill Alliance (RSA)

#### Valparaiso

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
RSA-3-76	6/15/03	6/15/04	\$63,479.00	\$30,908.00	\$32,571.00

#### Project Description

The Center of Workforce Innovations acts as the administrator of this \$63,479 RSA grant. This Workforce Investmetn Board has helped form a partnership between Pulaski County Regional Skill Alliance, the Department of Workforce Development (DWD), the Pulaski Learning Network, Ivy Tech State College, Eastern Pulaski Schools, and Galbreath, Inc. Their goal is to provide formal education and training for the Pulaski County incumbent workforce. Participants will earn various credentials, such as 18 college credit hour certificates in Business Administration, 40 contact hour American Welding Society (AWS) Certifications, Mig Welding Certifications and Microsoft Office Specialist (MOUS) Certifications. This fast-track program was not only designed to keep Pulaski County residents working in Pulaski County, but will allow companies to promote their incumbent workers into higher level positions. 99 employees are currently enrolled in this program and 84 have already completed their training and have received various customized certifications. They have applied for their second year of funding and have been approved, which will allow the other participants to finish their training.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
118	99	84	\$0.00	N/A

#### Results

84 Customized Certifications

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
16	83	99	10	63	26	0	99

<u>Age</u>											
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>
2	11	12	15	14	17	8	13	4	1	2	0
											<u>Total</u>
											99

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
97	0	2	0	0	0	0	99

#### Training Provider(s)

Ivy Tech State College	1815 E Morgan St	Kokomo	IN 46902
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## The Trane Company

Wholesale, Heating &amp; Air Conditioning Equip.

Advance Indiana

Indianapolis

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
ADVI-3-151	9/1/03	8/30/05	\$191,405.00	\$116,715.65	\$74,689.35

### Project Description

The Trane Company was awarded an Advance Indiana grant in the amount of \$191,405 on October 03, 2003. The Trane Company specializes in heating, ventilation, and air conditioning. This grant was developed to assist 137 workers earn a total of 193 transferable credentials. The students are being trained to earn Certificates of Technical Achievements (CTAs) in Business Support and Advanced Manufacturing and some will also HVAC certifications. To date, this program has 126 enrollments and total expenditures exceeding \$116,700. This project has no outcomes to report at this time.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
137	126	0	\$0.00	N/A

### Results

Projected Outcomes: Certificates of Technical Achievement in Business Support and Advanced Manufacturing and certifications in HVAC

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
24	102	126	0	21	105	0	126

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	8	16	19	22	29	12	5	10	5	0	0	126

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
123	3	0	0	0	0	0	126

### Training Provider(s)

Technical Service Training	3600 Pammel Creek Rd	La Crosse	WI 54601
ISC Institute	White Bear Parkway	St Paul	MN 55110
New Horizons Computer Learning Centers, Inc	1900 S State College Blvd	Anaheim	CA 92806
ASHRAE Headquarters	1791 Tullie Circle NE	Atlanta	GA 30329
Ivy Tech	One W 26th St	Indianapolis	IN 4626

## ThyssenKrupp

Gray Iron Foundry Manufacturing Castings &amp; Parts

Incumbent Worker Training Fund (IWTF), 45%

Tell City

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3a-102-B4	7/1/03	6/30/04	\$113,076.42	\$91,260.90	\$21,815.52

### Project Description

Thyssen Krupp Waupaca has a never-ending commitment to improvements in quality, safety, productivity, and customer service in order to maintain a well-trained workforce. Its well trained workforce is essential for Thyssen to have a competitive position in the industry. Thyssen must maintain market share and profitability, so they must continuously improve productivity and workforce efficiency. Thyssen believes that these elements can only be accomplished through capital investment in ever changing technology and a commitment to employee training. Employees will take Ivy Tech classes while on the clock. The original grant proposal called for 98 employees to receive welding certifications. To date, all 98 trainees received an American Welding Society (AWS) certification. As a result of this grant Ivy Tech Region 12 became one of sixty-five national American Welding Society certified welding inspection sites.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
126	98	98	\$0.12	N/A

### Results

98 American Welding Society Certifications

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	98	98	0	60	38	0	98

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	8	16	23	16	18	11	5	1	0	0	0	98

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
98	0	0	0	0	0	0	98

### Training Provider(s)

Ivy Tech State College

3501 First Ave

Evansville

IN 47710

**Total EMS LLC****Electronic Components Mfg., NEC****Gain Education and Training (GET)****Logansport**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-2-461	8/26/02	7/1/04	\$148,572.00	\$37,295.75	\$111,276.25

**Project Description**

Total EMS, LLC is one of Cass County's largest employers with 170 workers. Total EMS manufactures printed circuit boards and is a company in transition. To remain competitive and attract new business, the company needed to upgrade the skills of its current workforce. With the \$148,572 Advance Indiana training grant, Total EMS will train 53 workers who will either earn degrees or technical certificates. Total EMS is already reaping benefits from the first eight courses in the Electronic Manufacturing Services Specialist technical certificate program. The company's product quality and delivery has improved and past due shipments have been reduced to zero. Employees have also benefited from the training. Since the program began, 23 employees have enrolled in an effort to earn an Industrial Technology Certificate. Three employees have completed the Agilent Training classes as well as graduated from Purdue University with a Bachelor Degree in Electrical Engineering Technology.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
53	24	3	\$2.21	N/A

Results

3 Bachelor Degrees in Electrical Engineering Technology

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
10	14	24	0	8	16	0	24

Age												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	3	2	3	6	4	2	0	4	0	0	0	24

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
24	0	0	0	0	0	0	24

**Training Provider(s)**

Purdue University	2300 S Washington St	Kokomo	IN 46902
Agilent Technologies	PO Box 4026	Englewood	CO 80155
IPC International Association	2215 Sanders Rd	Northbrook	IL 60062
Universal Instruments Corporation	Church St Station	New York	NY 10249

## Tower Automotive

### Automotive Frame Assembling Services

Incumbent Worker Training Fund (IWTF), 55%

#### Corydon

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3D-102-5	9/3/03	6/30/04	\$57,787.00	\$52,942.83	\$4,844.17

#### Project Description

Tower Automotive was granted a \$57,787 Incumbent Worker Training grant this program year (PY 03) to train 53 employees. The training was an overwhelming success. Training has been concentrated in the PLC and welding areas. An accelerated push has been made in an effort to turn out as many journeymen skilled tradesmen as possible. This acceleration has been at the request of company and union leaders alike, due to long term questions of continued production at the Corydon Facility. Given this environment, apprentice and journey level training is of utmost importance. These programs are deemed vital to the ongoing, continued education of the tradesmen. Twenty-one apprentices and 26 journeymen completed his or her respective, regularly scheduled training regiment during the contract period. All of these efforts are essential in order to reach the goal; securing a long-term source of highly skilled, experienced Indiana tradesmen. Overall, this program has been deemed an overwhelming success for both Tower Automotive and Ivy Tech State College. All parties look forward to the continuation of the grant funding process for training into the 2004-2005 contract year.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
53	47	47	\$1.05	United Auto Workers

#### Results

21 Apprenticeship Certifications and 26 Journey Level upgrades

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>								
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>				
1	46	47	0	47	0	0	47				

<u>Age</u>													
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>	
0	1	3	17	9	9	6	1	1	0	0	0	47	

<u>Ethnic Background</u>									
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>		
47	0	0	0	0	0	0	47		

#### Training Provider(s)

Ivy Tech State College	8204 Hwy 311	Sellersburg	IN 47172
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## Union Hospital

### General Medical & Surgical Hospital

Incumbent Worker Training Fund (IWTF), 45%

#### Terre Haute

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-191	5/1/04	4/30/05	\$13,791.00	\$0.00	\$13,791.00

#### Project Description

Union Hospital, Inc. is a not-for-profit medical center that serves western Indiana and is the largest provider of health services between Indianapolis and St. Louis. Established in 1892 as a maternity hospital, the facility has grown from 20 beds to today's capacity of 343 beds. Due to an ever-increasing need for technical specialists in the healthcare industry, the hospital developed an application and selection process whereby current employees can apply for the opportunity to be paid as full-time employees while attending college. This will allow Union Hospital to fill anticipated openings in high demand specialty areas. The Incumbent Worker Training grant will help four students: two will earn 40 credits in respiratory therapy, one will earn 18 credits in physical therapy, and one will earn 36 credits in radiation therapy. "Because of this grant, we will be able to offer more opportunities to members of our staff," added Mike Chumley, the hospital's vice president of human resources.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
4	1	0	\$0.00	N/A

#### Results

Projected Outcomes: Credits towards Respiratory Therapy, Physical Therapy, and Radiation Therapy.

#### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
1		1	0	0	1	0	1

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	1	0	0	0	0	0	0	0	0	1

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
1	0	0	0	0	0	0	1

#### Training Provider(s)

Ivy Tech State College	501 S Airport Dr	Terre Haute	IN 47803
IUPUI	425 University Blvd	Indianapolis	IN 46202
University of Indianapolis	1400 E Hanna Ave	Indianapolis	IN 46227

## United States Gypsum Company

Gypsum Products Mfg.

Incumbent Worker Training Fund (IWTF), 45%

Shoals

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-102-B9	8/6/03	6/30/04	\$2,474.57	\$0.00	\$2,474.57

### Project Description

United States Gypsum (USG) Corporation is a leading manufacturer of building materials for the construction and remodeling industries. Its products are used in everything from major commercial developments and resident housing to simple home improvement projects. Industrial electricians are needed in their manufacturing plant to maintain, trouble shoot and repair manufacturing controllers, equipment or machinery and to help make modifications in manufacturing line or internal building structures. The company was granted a \$2,474 Incumbent Worker Training grant to train one employee to receive an Apprenticeship Certification. Unfortunately, training was unable to occur due to USG's clearance issues with the state.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
1	0	0	\$0.00	N/A

### Results

Projected Outcome: Apprenticeship Certifications

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
0	0	0	0	0	0	0	0

### Training Provider(s)

Ivy Tech State College

200 Daniels Way

Bloomington

IN 47404

**United Steel Workers of America (USWA) Local 4863****Labor Union****Incumbent Worker Training Fund (IWTF), 45%****Logansport**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-171	1/1/04	12/1/04	\$11,880.00	\$0.00	\$11,880.00

**Project Description**

United Steelworkers of America (USWA) Local 4863 has been in existence in Logansport since February 25, 1954. Over the years, throughout several ownership changes from Switches, Inc in 1954 to Federal Mogul in 1985, the USWA Local 4863 has continued to contribute to the educational opportunities for its members. The good working relationship between Federal Mogul and the Local 4863 has resulted in an on-site office for the Union at the Logansport plant. The USWA Local 4863 has recently invested in computer equipment in order to improve the efficiency of the flow of information between union officers and members. This year's Incumbent Worker Training grant has provided basic computer training to 18 Union members in Microsoft Word, Excel, and Access. The resulting credentials will be 18 Certificates of Technical Achievement in the Business, Management and Finance Core.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
18	11	0	\$0.00	United Steelworkers of America, Local 4863

**Results**

Projected Outcomes: 18 Certificates of Technical Achievement in Business, Management and Finance

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
10	1	11	0	10	1	0	11

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	1	1	1	5	1	2	0	0	11

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
11	0	0	0	0	0	0	11	

**Training Provider(s)**

Ivy Tech State College

1815 E Morgan St

Kokomo

IN 46903

## Universal Music Group

Wholesale, Durable Goods, NEC

Incumbent Worker Training Fund (IWTF), 45%

**Fishers**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3-184	1/1/04	1/1/06	\$55,593.00	\$0.00	\$55,593.00

**Project Description**

Universal Music Group (UMG) is the world's largest music company. Its global operations encompass the development, manufacturing, marketing, sales and distribution of recorded music through a network of subsidiaries, joint ventures and licensees in 63 countries. UMG is the market leader in every major region, including the United States, Europe, Latin America and Asia. With over 10,000 employees worldwide, UMG leads the music industry in global sales revenue for the 2000 fiscal year with \$6 billion in sales. UMG's Fishers facility specializes in state-of-the-art CD manufacturing and distribution. UMG is using this grant to provide training to 25 of its employees with 11 of them pursuing Bachelors or Associate Degrees. Of those seeking degrees, two employees are pursuing Associate Degrees in Business Management, four are pursuing a Bachelors in Business Management, four are pursuing a Bachelors in Accounting and one is pursuing a Bachelors in Information Technology. The remaining 14 employees are pursuing Linux, San Administration, iSeries and AS400 IT certifications.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>	\$0.00	N/A
25	8	0		

**Results**

Projected Outcomes: 9 Bachelor and 2 Associate Degrees, 14 certifications in Information Technology

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
5	3	8	0	3	5	0	8

<u>Age</u>											<u>Total</u>	
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
0	0	2	3	0	2	1	0	0	0	0	0	8

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>		
8	0	0	0	0	0	0		8

**Training Provider(s)**

Indiana Institute of Technology	1600 E Washington Blvd	Fort Wayne	IN	46803
Indiana University	2325 Chester Blvd	Richmond	IN	47374
Ivy Tech State College	1 W 26th St	Indianapolis	IN	46208
Ball State University	2000 W University Ave	Muncie	IN	47306
Indiana Business College	550 E Washington St	Indianapolis	IN	46204
ITT Technical Institute	9511 Angola Ct	Indianapolis	IN	46268
Red Hat at Microtek	230 W Monroe, Suite 2750	Chicago	IL	60606
Infinity I/O Training Center	700 Monte Vista Lane	Half Moon Bay	CA	94019
IBM IT Education Services	300 N Wabash	Chicago	IL	60606



## University of Southern Indiana

Business Assn.

Advance Indiana

Evansville

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
ADVI-3-67	8/1/03	8/1/04	\$96,470.00	\$19,025.00	\$77,445.00

### Project Description

Working with the local tool and die shops, the Southwest Indiana Small Business Development Center and the University of Southern Indiana (USI) identified "reduction in costs" as critical to the competitiveness of the area's tool and die industry. The companies agreed that training in continuous process improvement offered opportunities to reduce costs and improve efficiency. USI was awarded a \$96,470 Advance Indiana training grant to offset costs to train 70 workers in continuous process improvement. After the training is finished, each worker will be issued a Certificate of Technical Achievement in Advanced Manufacturing. To date, four employers have participated in this initiative and 27 students have enrolled in training. Terry DeHart, a tool worker at Berry Plastics, praised the training: "Our training has forced us to pick some projects for improvement, and through our training and project work, we were able to identify some problems, analyze viable alternative solutions, and choose the best alternative to solve the problem and enhance our effectiveness and efficiency. By working as a team we have become more organized and customer focused." To allow 17 more students to participate in training, USI has requested a 5-month extension.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
70	27	0	\$0.00	N/A

### Results

Projected Outcomes: 10-Core Certificates of Technical Achievement in Advanced Manufacturing

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
2	25	27	0	18	9	0	27

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
1	3	1	4	4	7	5	2	0	0	0	0	27

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
27	0	0	0	0	0	0	27

### Training Provider(s)

University of Southern Indiana	8600 University Blvd	Evansville	IN 47712
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## Valeo Sylvania, LLC

## Electric Lamp Bulbs &amp; Tubes Mfg.

## Gain Education and Training (GET)

## Seymour

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-1-448	1/1/02	12/31/03	\$155,831.00	\$128,505.25	\$27,325.75

### Project Description

Due to advancements in technology, Valeo Sylvania needed to develop a model technical certificate and Associate Degree program. This grant has helped 34 electromagnetic specialists, skilled trades employees and production associates technical certifications or Bachelors/Associate Degrees. This training program has allowed these employees to become eligible for promotions and pay increases within their positions. A \$155,831 Gain Education and Training (GET) grant produced seven Associate Degrees, two Bachelor Degrees and two certifications in Industrial Technology. Unfortunately, the remainder of the participants dropped out of the program.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
37	35	11	\$1.47	N/A

### Results

7 Associates Degrees, 2 Bachelors Degrees, and 2 certifications in Industrial Technology

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
20	15	35	0	12	23	0	35

<u>Age</u>											
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>
0	6	5	6	5	7	5	0	1	0	0	0
											<u>Total</u>
											35

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
35	0	0	0	0	0	0	35

### Training Provider(s)

Indiana Wesleyan	4201 S Washington St	Marion	IN	46953
IUPUI	425 University Blvd	Indianapolis	IN	46202
Ivy Tech State College	PO Box 1763	Indianapolis	IN	46206
Indiana Business College	802 N Meridian St	Indianapolis	IN	46204

## Visteon Automotive Systems

Motor Vehicle Parts Mfg.

Incumbent Worker Training Fund (IWTF), 55%

Indianapolis

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-19	7/2/03	8/18/04	\$110,024.00	\$100,934.72	\$9,089.28

### Project Description

Visteon Corporation, originally a part of Ford Motor Company, has been a part of the Indianapolis community since 1956. Ford has had an apprenticeship model in use since 1941, which is an excellent example of this company's commitment to training. The program consists of about 8000 hours of training, coupled with work on the shop floor. Visteon faces losing approximately 650 employees in the next ten years so the company must continue to recruit and train exceptional employees. This goal proved to be a good fit for the Department of Workforce Development's (DWD) Incumbent Worker Training program. Working with DWD and Ivy Tech State College, Visteon has worked to ensure proper training for these employees to secure the future of the plant. This year's grant planned for a total of 28 classes, 21 for apprentice related education and seven for journeyman upgrade training. Twenty courses were attended throughout this grant year by 12 apprentices. Although the grant planned for 25 journeymen to attend the seven upgrade classes a total of 37 journeymen were able to take advantage of the training.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
37	49	49	\$0.53	United Auto Workers, Local 1111

### Results

12 Apprenticeship Certifications and 37 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
1	48	49	0	18	31	0	49

<u>Age</u>											<u>Total</u>	
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	
0	0	0	6	8	10	7	7	8	3	0	0	49

<u>Ethnic Background</u>								<u>Total Ethnic</u>
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>		
44	4	0	0	1	0	0		49

### Training Provider(s)

Ivy Tech State College

PO Box 1763

Indianapolis

IN 46206

## Visteon Systems LLC

Motor Vehicle Parts Mfg.

Incumbent Worker Training Fund (IWTF), 45%

Connersville

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3a-102-B1	9/3/03	6/30/04	\$139,294.00	\$71,252.48	\$68,041.52

### Project Description

Visteon Systems LLC was awarded \$139,294 training grant to train 100 employees. The training started in late April, and completed in late June. Areas of training provided were Introduction to Vibration Technology, EMonitor Odyssey Basic, Using the EMonitor Data-Pac, and Vibration Analysis. Fourteen out of 100 students enrolled in classes, and at the completion of the grant all participants earned a Journey Level upgrade.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
100	14	14	-0.02	International Union of Electronic, Electrical, Technical, Salaried, Machine and Furniture Workers (IUE) AFL-CIO, Local 919

Results

14 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>						
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>		
0	14	14	0	2	0	12	14		

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	2	5	3	3	0	0	1	14

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
14	0	0	0	0	0	0	14

### Training Provider(s)

Ivy Tech State College

PO Box 1763

Indianapolis

IN 46206

## Visteon Systems LLC

### Motor Vehicle Parts Mfg.

Incumbent Worker Training Fund (IWTF), 55%

### Bedford

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-9	7/2/03	6/30/04	\$129,003.78	\$67,623.40	\$61,380.38

### Project Description

The Visteon Bedford Plant has been an automotive component manufacturer since 1977. Products include fuel system components and windshield washer and wiper system components. The primary customer of Visteon Bedford Plant (aka Visteon Systems LLC) is Ford Motor Company. The company employs around 1160 employees and its union is the International Union of Electrical Workers (IUE/CWA Local 907). Visteon did two journeyman upgrade training sessions (Electrical Grounding & Oscilloscope certification) at their own expense rather than putting the training on the grant. 2/3 of the journeyman training was scheduled immediately before and during the time that the plant was on strike and was cancelled by Visteon. Despite these events, which caused lower than projected numbers of participants trained and courses delivered, two apprentices and nine journeymen completed training. Surveys indicated a high degree of satisfaction with course content and instructor delivery.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
67	15	11	\$0.5	IUE/CWA, Local 907

### Results

2 Apprenticeship Certifications and 9 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>					<u>Age</u>					<u>Ethnic Background</u>															
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>	<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>	<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
0	15	15	1	4	9	1	15	0	0	1	4	3	1	2	3	1	0	0	0	15	14	0	0	0	0	0	1	15

### Training Provider(s)

Ivy Tech State College

200 Daniels Way

Bloomington

IN 47404

## Wabash Industrial Alliance

Incumbent Worker Training Fund (IWTF), 55%

### Kokomo

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3A-102	6/1/03	6/30/04	\$210,285.03	\$152,640.57	\$57,644.46

### Project Description

The Wabash Industrial Training Alliance Program was the first consortium that offered training to a group of industries that were diverse. This consortium provided training to the following companies: Dexter Axle, OJI Intertech, Inc., and Heckman Bindery in North Manchester, and GDX Automotive, Hayes-Lemmerz, Inc., Thermafiber, Inc., and Wabash MPI/Carver in Wabash. The primary goal of the Wabash Industrial Training Alliance Program is to develop skilled employees capable of functioning in the highly technical manufacturing facilities that they are responsible for maintaining. With the successful completion of six classes, the employees will receive a Career Development Certificate (CDC) certificate. Quality classroom related training for these employees is the goal of the alliance's training provider, Ivy Tech State College. These degree credit classes can then be applied to a one year Technical Certificate or an Associate of Applied Science in Industrial Technology. Fifty-five out of 69 trainees enrolled and finished classes to help them in obtaining a CDC.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
69	55	0	\$0.00	N/A

### Results

Projected Outcomes: Career Development Certificates which can be applied to a one year Technical Certificate or an Associate of Applied Science in Industrial Technology

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
10	45	55	0	32	23	0	55

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
1	10	12	5	10	6	6	3	2	0	0	0	55

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
55	0	0	0	0	0	0	55

### Training Provider(s)

Ivy Tech State College	1815 E Morgan St	Kokomo	IN	46902
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**Weaver Popcorn****Popcorn Mfg.****Incumbent Worker Training Fund (IWTF), 45%****Van Buren**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IWT-3c-102-B1	1/5/04	6/30/05	\$85,132.00	\$0.00	\$85,132.00

**Project Description**

Weaver Popcorn is a business with a family atmosphere. Located in the small community of Van Buren, Weaver Popcorn is the largest popcorn producer in the world. They produce the popcorn sold by the Boy Scouts of America, among others, for their fund raising projects. Their motto, "No sale is complete if the customer isn't satisfied", keeps them striving to provide the best quality products available. To accomplish this, Weaver Popcorn needs a well skilled and educated workforce. They encourage their employees to take advantage of the training by making it convenient for them to attend. They have arranged for classes to be held in the local community, near the plant, so employees could easily attend them. This is their first semester to participate in training using the Incumbent Worker Training (IWT) funding. Twenty-four of the planned 30 employees are currently participating in training, beginning their progress towards Career Development Certificates (CDC). As they celebrate 75 years in business, Weaver Popcorn continues to be a major employer in the Grant County area and to encourage their employees to increase their skills and education.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
30	24	0	\$0.00	N/A

**Results**

Projected Outcomes: Career Development Certificates

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
1	23	24	0	12	12	0	24

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	2	7	7	3	3	1	1	0	0	0	0	24

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
23	1	0	0	0	0	0	24

**Training Provider(s)**

Ivy Tech State College	104 W 53rd St	Anderson	IN 46013
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## Whirlpool Corporation-Evansville Division

Household Refrigerator Mfg.

Gain Education and Training (GET)

Evansville

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-2-466	7/1/03	10/31/04	\$197,400.00	\$0.00	\$197,400.00

### Project Description

The Evansville Division of Whirlpool was founded in 1956 and manufactures refrigerators and residential icemakers. Competition within the appliance industry has become increasingly intense. Three years ago, Whirlpool implemented a strategy that would enable it to compete more effectively. This included introducing lean manufacturing principles to some of its workforce. However, for Whirlpool to continue as a viable competitor, it was imperative that the entire operations transition to a lean environment. A \$197,400 training grant was awarded to Whirlpool to help it train 200 workers with extensive instruction in lean tools and principles. Unfortunately, due to increasing production demands and overtime, Whirlpool was unable to let employees off the line to attend training. The project was consequently terminated and the funds were released for other projects.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
200	0	0	\$0.00	IUE-AFL-CIO, Local 808

Results

Projected Outcomes to have been Certificates of Technical Achievement

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0		0	0	0	0	0	0

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	0	0	0	0	0	0	0	0	0	0	0	0

<u>Ethnic Background</u>								
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>	
0	0	0	0	0	0	0	0	

### Training Provider(s)

University of Southern Indiana	8600 University Blvd	Evansville	IN 47712
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## Whirlpool Corporation-Evansville Division

Household Refrigerator Mfg.

Incumbent Worker Training Fund (IWTF), 55%

Evansville

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
IVTC-3B-102-10	7/2/03	6/30/04	\$176,962.45	\$130,816.49	\$46,145.96

### Project Description

Whirlpool Corporation began in 1911 as the Upton Machine Company, and had sold its first order to Sears Roebuck and Company by 1916. Several mergers and name changes occurred before becoming the Whirlpool Corporation in 1950. Whirlpool has produced a number of brands including Sears' products (Kenmore), Kitchen Aid and Roper. The Evansville Division was founded in 1956. Although at one time there were several manufacturing locations throughout Evansville, the plant on Highway 41 currently houses all of the Division's production operations. Whirlpool has enjoyed a stable employment history that will produce substantial journey person retirements within the next five years. Due to a new corporate wide strategy, the plant has focused training in the area of Millwrights, Electricians, and Tool and Gage Inspector apprenticeships. Included in this new strategy is the Whirlpool Production System that provides the tools necessary to transition to a lean manufacturing environment, making it imperative that apprentices and journeypersons are viable in this new environment. Whirlpool finished training with 20 of its employees receiving Apprenticeship Certifications and 49 obtaining Journey Level upgrades.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
80	69	69	\$0.00	IUE-AFL-CIO, Local 808

### Results

20 Apprenticeship Certifications and 49 Journey Level upgrades

### Demographics Of Trainees

<u>Gender</u>			<u>Education</u>							
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>			
2	67	69	0	39	30	0	69			

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	3	3	5	6	9	14	11	9	8	1	0	69

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
64	4	0	1	0	0	0	69

### Training Provider(s)

Ivy Tech State College

3501 First Ave

Evansville

IN 47710

**Whitney Tool Company, Inc.****Rolling Mill Machinery & Equip. Mfg.****Gain Education and Training (GET)****Bedford**

<u>Grant Number</u>	<u>Start Date</u>	<u>End Date</u>	<u>Amount of Award</u>	<u>Expenditures</u>	<u>Balance</u>
PIW-2-465	12/1/02	11/30/04	\$32,200.00	\$16,100.00	\$16,100.00

**Project Description**

Whitney Tool Company, Inc. in Bedford manufactures standard and specialty metal cutting tooling that is used in machine shops. Whitney applied its \$32,200 training grant towards a 140-hour advanced manufacturing program that includes Advanced Manufacturing Processes, Statistical Process Control, Root Cause Analysis and Technical Reading Strategies for 22 employees. After successful completion of the training, employees will be awarded Certificates of Technical Achievement in Advanced Manufacturing and will be eligible for pay raises, promotions, and transfers. Whitney expects the training to produce a higher-skilled workforce and an increase in productivity, quality and competitiveness. The training program enabled Whitney to earn a 2004 American Eagle Award from the Industrial Supply Manufacturer's Association. The American Eagle Award recognized Whitney's commitment to promoting the free enterprise system through employee education. Nineteen employees are currently enrolled in training.

<u>Number Of Trainees</u>			<u>Hourly Wage Change</u>	<u>Union Name</u>
<u>Planned</u>	<u>Enrolled</u>	<u>Completed</u>		
22	19	0	\$0.00	N/A

**Results**

Projected Outcomes 10-Core Certificates of Technical Achievement in Advanced Manufacturing

**Demographics Of Trainees**

<u>Gender</u>			<u>Education</u>				
<u>Female</u>	<u>Male</u>	<u>Gender Total</u>	<u>Less than 12</u>	<u>Diploma or GED</u>	<u>More than 12</u>	<u>Not Reported</u>	<u>Education Total</u>
0	19	19	0	19	0	0	19

<u>Age</u>												
<u>16-20</u>	<u>21-25</u>	<u>26-30</u>	<u>31-35</u>	<u>36-40</u>	<u>41-45</u>	<u>46-50</u>	<u>51-55</u>	<u>56-60</u>	<u>61-65</u>	<u>66+</u>	<u>Not Reported</u>	<u>Total</u>
0	4	3	1	8	0	1	2	0	0	0	0	19

<u>Ethnic Background</u>							
<u>White</u>	<u>African-American</u>	<u>Hispanic</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hawaiian</u>	<u>Ethnic Not Reported</u>	<u>Total Ethnic</u>
19	0	0	0	0	0	0	19

**Training Provider(s)**

Walker Career Center

9651 E 21st St

Indianapolis

IN 46229

## **APPENDIX B**

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### **ADVANCE INDIANA GRANT ARCHIVE**

<b>Workforce Investment Act</b> <b>PROGRAM YEAR 2003 SUMMARY OF LOCAL PERFORMANCE</b>				
<b>STATEWIDE</b>				
	Participants Served	Total Available Funding **	Total Expenditures	
Adults	5013	\$12,163,520	\$10,089,263	
Dislocated Workers	4946	\$12,088,326	\$9,595,771	
Older Youth 19 - 21	1247	\$16,307,639	\$12,753,466	
Younger Youth 14 - 18	3192			
Totals	14398	\$40,559,485	\$32,438,500	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	340	23	4109
	21 - 25	906	225	330
	26 - 30	815	389	
	31 - 35	709	604	
	36 - 40	634	873	
	41 - 45	634	873	
	46 - 50	487	837	
	51 - 55	310	657	
	56 - 60	141	352	
	61 +	37	113	
Education	Less than 12 years	601	335	3605
	Received Diploma/GED	2889	2727	736
	More than 12 years	1523	1884	98
Gender	Male	1624	2297	1829
	Female	3389	2649	2610
<b>W I A Performance Measure Results</b>				
Entered Employment Rate	Adults	82.9		
	Dislocated Workers	87.8		
	Older Youth (19-21)	73.3		
Retention Rate	Adults	88.1		
	Dislocated Workers	95.0		
	Older Youth (19-21)	82.1		
	Younger Youth (14-18)	60.4		
Six Months Earnings change	Adults	\$3,363		
	Older Youth (19-21)	\$3,099		
Earnings Replacement Rate	Dislocated Workers	93.0		
Employment & Credential Rate	Adults	65.7		
	Dislocated Workers	61.9		
Credential Rate	Older Youth (19-21)	43.3		
Diploma Attainment Rate	Younger Youth (14-18)	57.4		
Skill Attainment Rate	Younger Youth (14-18)	88.3		

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

<b>Workforce Investment Act</b> <b>PROGRAM YEAR 2003 SUMMARY OF LOCAL PERFORMANCE</b>				
<b>CENTER OF WORKFORCE INNOVATIONS</b>				
	Participants Served	Total Available Funding **	Total Expenditures	
Adults	249	\$602,006	\$448,145	
Dislocated Workers	418	\$676,388	\$493,082	
Older Youth 19 - 21	105	\$788,983	\$589,250	
Younger Youth 14 - 18	136			
Totals	908	\$2,067,377	\$1,530,477	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	9	2	209
	21 - 25	44	17	32
	26 - 30	38	24	
	31 - 35	42	43	
	36 - 40	29	68	
	41 - 45	34	74	
	46 - 50	25	65	
	51 - 55	19	66	
	56 - 60	5	43	
	61 +	4	16	
Education	Less than 12 years	37	48	171
	Received Diploma/GED	154	275	63
	More than 12 years	58	95	7
Gender	Male	75	174	97
	Female	174	244	144
W I A Performance Measure Results				
Entered Employment Rate	Adults		85.3	
	Dislocated Workers		88.0	
	Older Youth (19-21)		85.7	
Retention Rate	Adults		90.3	
	Dislocated Workers		97.1	
	Older Youth (19-21)		100.0	
	Younger Youth (14-18)		91.3	
Six Months Earnings change	Adults		\$3,389	
	Older Youth (19-21)		\$9,121	
Earnings Replacement Rate	Dislocated Workers		109.1	
Employment & Credential Rate	Adults		86.7	
	Dislocated Workers		61.4	
Credential Rate	Older Youth (19-21)		57.7	
Diploma Attainment Rate	Younger Youth (14-18)		64.7	
Skill Attainment Rate	Younger Youth (14-18)		81.2	

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

<b>Workforce Investment Act</b>				
<b>PROGRAM YEAR 2003 SUMMARY OF LOCAL PERFORMANCE</b>				
<b>CIRCLE SEVEN</b>				
	Participants Served	Total Available Funding **	Total Expenditures	
Adults	102	\$187,886	\$183,754	
Dislocated Workers	631	\$678,026	\$676,381	
Older Youth 19 - 21	15	\$261,074	\$261,074	
Younger Youth 14 - 18	55			
Totals	803	\$1,126,986	\$1,121,209	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	4	3	67
	21 - 25	10	7	3
	26 - 30	16	29	
	31 - 35	12	73	
	36 - 40	17	166	
	41 - 45	16	145	
	46 - 50	18	102	
	51 - 55	7	64	
	56 - 60	2	32	
	61 +	0	10	
Education	Less than 12 years	16	14	61
	Received Diploma/GED	56	240	8
	More than 12 years	30	377	1
Gender	Male	23	395	32
	Female	79	236	38
<b>W I A Performance Measure Results</b>				
Entered Employment Rate	Adults	79.4		
	Dislocated Workers	80.0		
	Older Youth (19-21)	75.0		
Retention Rate	Adults	92.2		
	Dislocated Workers	94.1		
	Older Youth (19-21)	85.7		
	Younger Youth (14-18)	62.5		
Six Months Earnings change	Adults	\$2,523		
	Older Youth (19-21)	\$2,265		
Earnings Replacement Rate	Dislocated Workers	80.6		
Employment & Credential Rate	Adults	50.0		
	Dislocated Workers	61.4		
Credential Rate	Older Youth (19-21)	50.0		
Diploma Attainment Rate	Younger Youth (14-18)	63.6		
Skill Attainment Rate	Younger Youth (14-18)	87.0		

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

<b>Workforce Investment Act</b> <b>PROGRAM YEAR 2003 SUMMARY OF LOCAL PERFORMANCE</b>				
<b>EAST CENTRAL</b>				
	Participants Served	Total Available Funding **	Total Expenditures	
Adults	307	\$671,783	\$561,617	
Dislocated Workers	380	\$570,810	\$482,500	
Older Youth 19 - 21	73	\$975,398	\$846,861	
Younger Youth 14 - 18	288			
Totals	1048	\$2,217,991	\$1,890,978	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	25	4	343
	21 - 25	61	11	18
	26 - 30	42	29	
	31 - 35	41	35	
	36 - 40	42	48	
	41 - 45	33	62	
	46 - 50	30	81	
	51 - 55	19	62	
	56 - 60	13	40	
	61 +	1	8	
Education	Less than 12 years	30	71	287
	Received Diploma/GED	171	252	63
	More than 12 years	106	57	11
Gender	Male	88	191	140
	Female	219	189	221
<b>W I A Performance Measure Results</b>				
Entered Employment Rate	Adults	89.9		
	Dislocated Workers	88.0		
	Older Youth (19-21)	72.7		
Retention Rate	Adults	87.7		
	Dislocated Workers	94.4		
	Older Youth (19-21)	72.5		
	Younger Youth (14-18)	53.1		
Six Months Earnings change	Adults	\$3,377		
	Older Youth (19-21)	\$2,881		
Earnings Replacement Rate	Dislocated Workers	96.7		
Employment & Credential Rate	Adults	79.3		
	Dislocated Workers	62.7		
Credential Rate	Older Youth (19-21)	56.4		
Diploma Attainment Rate	Younger Youth (14-18)	69.2		
Skill Attainment Rate	Younger Youth (14-18)	90.7		

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

<b>Workforce Investment Act</b> <b>PROGRAM YEAR 2003 SUMMARY OF LOCAL PERFORMANCE</b>				
<b>MADISON GRANT</b>				
	Participants Served	Total Available Funding **	Total Expenditures	
Adults	218	\$418,853	\$421,191	
Dislocated Workers	221	\$486,095	\$453,541	
Older Youth 19 - 21	60	\$510,156	\$433,058	
Younger Youth 14 - 18	250			
Totals	749	\$1,415,104	\$1,307,790	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	17	1	292
	21 - 25	38	21	18
	26 - 30	41	25	
	31 - 35	40	36	
	36 - 40	33	41	
	41 - 45	27	38	
	46 - 50	13	33	
	51 - 55	7	20	
	56 - 60	2	6	
	61 +	0	0	
Education	Less than 12 years	12	8	281
	Received Diploma/GED	85	132	21
	More than 12 years	121	81	8
Gender	Male	42	70	138
	Female	176	151	172
<b>W I A Performance Measure Results</b>				
Entered Employment Rate	Adults	94.3		
	Dislocated Workers	91.5		
	Older Youth (19-21)	55.0		
Retention Rate	Adults	89.6		
	Dislocated Workers	94.7		
	Older Youth (19-21)	100.0		
	Younger Youth (14-18)	69.0		
Six Months Earnings change	Adults	\$6,757		
	Older Youth (19-21)	\$3,332		
Earnings Replacement Rate	Dislocated Workers	67.4		
Employment & Credential Rate	Adults	65.1		
	Dislocated Workers	43.2		
Credential Rate	Older Youth (19-21)	36.0		
Diploma Attainment Rate	Younger Youth (14-18)	58.7		
Skill Attainment Rate	Younger Youth (14-18)	80.5		

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.



<b>Workforce Investment Act</b> <b>PROGRAM YEAR 2003 SUMMARY OF LOCAL PERFORMANCE</b>				
<b>MARION COUNTY</b>				
	Participants Served	Total Available Funding **	Total Expenditures	
Adults	650	\$2,331,477	\$1,698,225	
Dislocated Workers	705	\$2,199,450	\$1,798,865	
Older Youth 19 - 21	285	\$3,207,150	\$2,178,766	
Younger Youth 14 - 18	582			
Totals	2222	\$7,738,077	\$5,675,856	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	21	1	786
	21 - 25	87	19	81
	26 - 30	83	34	
	31 - 35	96	84	
	36 - 40	79	161	
	41 - 45	94	148	
	46 - 50	97	121	
	51 - 55	62	81	
	56 - 60	23	43	
	61 +	8	13	
Education	Less than 12 years	77	8	727
	Received Diploma/GED	325	233	129
	More than 12 years	248	464	11
Gender	Male	224	405	316
	Female	426	300	551
W I A Performance Measure Results				
Entered Employment Rate	Adults	82.3		
	Dislocated Workers	87.2		
	Older Youth (19-21)	71.8		
Retention Rate	Adults	84.2		
	Dislocated Workers	92.1		
	Older Youth (19-21)	70.8		
	Younger Youth (14-18)	53.6		
Six Months Earnings change	Adults	\$1,818		
	Older Youth (19-21)	\$1,876		
Earnings Replacement Rate	Dislocated Workers	88.2		
Employment & Credential Rate	Adults	49.4		
	Dislocated Workers	50.5		
Credential Rate	Older Youth (19-21)	25.8		
Diploma Attainment Rate	Younger Youth (14-18)	56.1		
Skill Attainment Rate	Younger Youth (14-18)	95.4		

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

<b>Workforce Investment Act</b> <b>PROGRAM YEAR 2003 SUMMARY OF LOCAL PERFORMANCE</b>				
<b>NORTH CENTRAL</b>				
	Participants Served	Total Available Funding **	Total Expenditures	
Adults	224	\$666,519	\$402,816	
Dislocated Workers	185	\$655,560	\$429,426	
Older Youth 19 - 21	117	\$908,749	\$551,708	
Younger Youth 14 - 18	230			
Totals	756	\$2,230,828	\$1,383,950	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	15	1	324
	21 - 25	44	7	23
	26 - 30	29	18	
	31 - 35	26	21	
	36 - 40	35	33	
	41 - 45	40	29	
	46 - 50	20	35	
	51 - 55	8	19	
	56 - 60	5	15	
	61 +	2	7	
Education	Less than 12 years	25	26	275
	Received Diploma/GED	136	135	66
	More than 12 years	63	24	6
Gender	Male	69	49	131
	Female	155	136	216
<b>W I A Performance Measure Results</b>				
Entered Employment Rate	Adults	71.9		
	Dislocated Workers	81.0		
	Older Youth (19-21)	63.2		
Retention Rate	Adults	86.2		
	Dislocated Workers	93.5		
	Older Youth (19-21)	85.7		
	Younger Youth (14-18)	57.1		
Six Months Earnings change	Adults	\$2,388		
	Older Youth (19-21)	\$3,760		
Earnings Replacement Rate	Dislocated Workers	96.0		
Employment & Credential Rate	Adults	50.0		
	Dislocated Workers	63.0		
Credential Rate	Older Youth (19-21)	4.0		
Diploma Attainment Rate	Younger Youth (14-18)	31.3		
Skill Attainment Rate	Younger Youth (14-18)	76.0		

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

<b>Workforce Investment Act</b> <b>PROGRAM YEAR 2003 SUMMARY OF LOCAL PERFORMANCE</b>				
<b>NORTHEAST</b>				
	Participants Served	Total Available Funding **	Total Expenditures	
Adults	631	\$1,107,008	\$935,618	
Dislocated Workers	374	\$1,391,548	\$818,228	
Older Youth 19 - 21	128	\$1,532,732	\$1,273,012	
Younger Youth 14 - 18	286			
Totals	1419	\$4,031,288	\$3,026,858	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	89	4	380
	21 - 25	151	32	34
	26 - 30	119	50	
	31 - 35	85	57	
	36 - 40	68	51	
	41 - 45	46	61	
	46 - 50	37	51	
	51 - 55	29	45	
	56 - 60	7	18	
	61 +	0	5	
Education	Less than 12 years	59	24	281
	Received Diploma/GED	330	226	119
	More than 12 years	242	124	14
Gender	Male	138	124	168
	Female	493	250	246
<b>W I A Performance Measure Results</b>				
Entered Employment Rate	Adults	91.9		
	Dislocated Workers	93.5		
	Older Youth (19-21)	79.3		
Retention Rate	Adults	90.4		
	Dislocated Workers	96.8		
	Older Youth (19-21)	92.2		
	Younger Youth (14-18)	87.5		
Six Months Earnings change	Adults	\$3,905		
	Older Youth (19-21)	\$3,770		
Earnings Replacement Rate	Dislocated Workers	90.4		
Employment & Credential Rate	Adults	80.4		
	Dislocated Workers	80.5		
Credential Rate	Older Youth (19-21)	74.7		
Diploma Attainment Rate	Younger Youth (14-18)	75.9		
Skill Attainment Rate	Younger Youth (14-18)	98.6		

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

<b>Workforce Investment Act</b> <b>PROGRAM YEAR 2003 SUMMARY OF LOCAL PERFORMANCE</b>				
<b>NORTHERN</b>				
	Participants Served	Total Available Funding **	Total Expenditures	
Adults	348	\$943,410	\$784,309	
Dislocated Workers	299	\$1,105,719	\$846,362	
Older Youth 19 - 21	73	\$1,130,064	\$1,108,451	
Younger Youth 14 - 18	262			
Totals	982	\$3,179,193	\$2,739,122	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	7	0	316
	21 - 25	47	16	19
	26 - 30	49	24	
	31 - 35	52	24	
	36 - 40	45	45	
	41 - 45	56	35	
	46 - 50	40	58	
	51 - 55	35	61	
	56 - 60	14	28	
	61 +	3	8	
Education	Less than 12 years	85	19	294
	Received Diploma/GED	197	173	41
	More than 12 years	66	107	0
Gender	Male	115	77	148
	Female	233	222	187
<b>W I A Performance Measure Results</b>				
Entered Employment Rate	Adults	76.1		
	Dislocated Workers	81.2		
	Older Youth (19-21)	55.6		
Retention Rate	Adults	84.6		
	Dislocated Workers	91.3		
	Older Youth (19-21)	65.0		
	Younger Youth (14-18)	50.9		
Six Months Earnings change	Adults	\$2,424		
	Older Youth (19-21)	\$1,249		
Earnings Replacement Rate	Dislocated Workers	83.4		
Employment & Credential Rate	Adults	62.8		
	Dislocated Workers	62.7		
Credential Rate	Older Youth (19-21)	10.3		
Diploma Attainment Rate	Younger Youth (14-18)	18.7		
Skill Attainment Rate	Younger Youth (14-18)	74.4		

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

<b>Workforce Investment Act</b> <b>PROGRAM YEAR 2003 SUMMARY OF LOCAL PERFORMANCE</b>				
<b>NORTHWEST</b>				
	Participants Served	Total Available Funding **	Total Expenditures	
Adults	866	\$2,153,513	\$1,790,848	
Dislocated Workers	478	\$1,063,035	\$1,011,075	
Older Youth 19 - 21	74	\$2,966,681	\$2,297,658	
Younger Youth 14 - 18	448			
Totals	1866	\$6,183,229	\$5,099,581	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	56	3	502
	21 - 25	158	11	20
	26 - 30	151	39	
	31 - 35	112	40	
	36 - 40	94	61	
	41 - 45	134	97	
	46 - 50	89	91	
	51 - 55	45	82	
	56 - 60	21	37	
	61 +	6	17	
Education	Less than 12 years	76	25	478
	Received Diploma/GED	630	229	36
	More than 12 years	160	224	8
Gender	Male	436	289	246
	Female	430	189	276
<b>W I A Performance Measure Results</b>				
Entered Employment Rate	Adults	77.0		
	Dislocated Workers	92.2		
	Older Youth (19-21)	73.5		
Retention Rate	Adults	87.3		
	Dislocated Workers	96.2		
	Older Youth (19-21)	85.7		
	Younger Youth (14-18)	55.6		
Six Months Earnings change	Adults	\$7,079		
	Older Youth (19-21)	\$2,787		
Earnings Replacement Rate	Dislocated Workers	116.2		
Employment & Credential Rate	Adults	64.9		
	Dislocated Workers	66.2		
Credential Rate	Older Youth (19-21)	61.5		
Diploma Attainment Rate	Younger Youth (14-18)	90.2		
Skill Attainment Rate	Younger Youth (14-18)	93.4		

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

<b>Workforce Investment Act</b> <b>PROGRAM YEAR 2003 SUMMARY OF LOCAL PERFORMANCE</b>				
<b>SHAWNEE TRACE</b>				
	Participants Served	Total Available Funding **	Total Expenditures	
Adults	246	\$545,637	\$534,328	
Dislocated Workers	131	\$516,381	\$309,492	
Older Youth 19 - 21	67	\$650,118	\$601,348	
Younger Youth 14 - 18	81			
Totals	525	\$1,712,136	\$1,445,168	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	29	0	141
	21 - 25	50	26	7
	26 - 30	60	18	
	31 - 35	36	26	
	36 - 40	27	21	
	41 - 45	24	22	
	46 - 50	8	10	
	51 - 55	6	8	
	56 - 60	4	0	
	61 +	2	0	
Education	Less than 12 years	24	6	81
	Received Diploma/GED	143	93	48
	More than 12 years	79	32	19
Gender	Male	58	51	55
	Female	188	80	93
<b>W I A Performance Measure Results</b>				
Entered Employment Rate	Adults	89.6		
	Dislocated Workers	90.4		
	Older Youth (19-21)	84.0		
Retention Rate	Adults	89.9		
	Dislocated Workers	96.6		
	Older Youth (19-21)	91.2		
	Younger Youth (14-18)	81.6		
Six Months Earnings change	Adults	\$3,502		
	Older Youth (19-21)	\$4,752		
Earnings Replacement Rate	Dislocated Workers	108.3		
Employment & Credential Rate	Adults	61.9		
	Dislocated Workers	58.8		
Credential Rate	Older Youth (19-21)	48.6		
Diploma Attainment Rate	Younger Youth (14-18)	78.3		
Skill Attainment Rate	Younger Youth (14-18)	84.1		

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

<b>Workforce Investment Act</b> <b>PROGRAM YEAR 2003 SUMMARY OF LOCAL PERFORMANCE</b>				
<b>SOUTH CENTRAL</b>				
	Participants Served	Total Available Funding **	Total Expenditures	
Adults	149	\$203,829	\$199,112	
Dislocated Workers	140	\$434,372	\$427,578	
Older Youth 19 - 21	26	\$255,330	\$251,141	
Younger Youth 14 - 18	51			
Totals	366	\$893,531	\$877,831	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	9	1	69
	21 - 25	29	5	8
	26 - 30	27	23	
	31 - 35	28	26	
	36 - 40	19	22	
	41 - 45	13	20	
	46 - 50	16	22	
	51 - 55	5	11	
	56 - 60	3	6	
	61 +	0	4	
Education	Less than 12 years	19	6	65
	Received Diploma/GED	82	94	7
	More than 12 years	48	40	5
Gender	Male	39	44	31
	Female	110	96	46
<b>W I A Performance Measure Results</b>				
Entered Employment Rate	Adults	90.0		
	Dislocated Workers	92.8		
	Older Youth (19-21)	85.7		
Retention Rate	Adults	83.1		
	Dislocated Workers	97.0		
	Older Youth (19-21)	66.7		
	Younger Youth (14-18)	66.7		
Six Months Earnings change	Adults	\$2,990		
	Older Youth (19-21)	\$1,868		
Earnings Replacement Rate	Dislocated Workers	96.8		
Employment & Credential Rate	Adults	81.8		
	Dislocated Workers	63.2		
Credential Rate	Older Youth (19-21)	60.0		
Diploma Attainment Rate	Younger Youth (14-18)	60.0		
Skill Attainment Rate	Younger Youth (14-18)	88.2		

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

<b>Workforce Investment Act</b> <b>PROGRAM YEAR 2003 SUMMARY OF LOCAL PERFORMANCE</b>				
<b>SOUTHEASTERN</b>				
	Participants Served	Total Available Funding **	Total Expenditures	
Adults	227	\$499,722	\$482,921	
Dislocated Workers	200	\$584,231	\$480,090	
Older Youth 19 - 21	54	\$615,378	\$535,231	
Younger Youth 14 - 18	120			
Totals	601	\$1,699,331	\$1,498,242	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	22	0	160
	21 - 25	43	6	14
	26 - 30	34	18	
	31 - 35	27	23	
	36 - 40	40	38	
	41 - 45	23	29	
	46 - 50	20	39	
	51 - 55	7	34	
	56 - 60	7	12	
	61 +	4	1	
Education	Less than 12 years	42	20	141
	Received Diploma/GED	146	131	31
	More than 12 years	39	49	2
Gender	Male	91	101	74
	Female	136	99	100
<b>W I A Performance Measure Results</b>				
Entered Employment Rate	Adults	83.6		
	Dislocated Workers	94.6		
	Older Youth (19-21)	83.3		
Retention Rate	Adults	92.4		
	Dislocated Workers	97.8		
	Older Youth (19-21)	84.2		
	Younger Youth (14-18)	81.6		
Six Months Earnings change	Adults	\$2,556		
	Older Youth (19-21)	\$3,368		
Earnings Replacement Rate	Dislocated Workers	109.8		
Employment & Credential Rate	Adults	76.9		
	Dislocated Workers	76.7		
Credential Rate	Older Youth (19-21)	60.9		
Diploma Attainment Rate	Younger Youth (14-18)	62.5		
Skill Attainment Rate	Younger Youth (14-18)	77.6		

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.



<b>Workforce Investment Act</b>				
<b>PROGRAM YEAR 2003 SUMMARY OF LOCAL PERFORMANCE</b>				
<b>SOUTHERN SEVEN</b>				
	Participants Served	Total Available Funding **	Total Expenditures	
Adults	303	\$553,898	\$516,847	
Dislocated Workers	78	\$491,899	\$296,745	
Older Youth 19 - 21	83	\$824,011	\$578,945	
Younger Youth 14 - 18	63			
Totals	527	\$1,869,808	\$1,392,537	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	4	0	116
	21 - 25	61	2	30
	26 - 30	51	4	
	31 - 35	45	12	
	36 - 40	44	8	
	41 - 45	36	13	
	46 - 50	25	21	
	51 - 55	23	9	
	56 - 60	12	7	
	61 +	2	2	
Education	Less than 12 years	55	8	86
	Received Diploma/GED	187	53	57
	More than 12 years	61	17	3
Gender	Male	88	28	48
	Female	215	50	98
<b>W I A Performance Measure Results</b>				
Entered Employment Rate	Adults	81.4		
	Dislocated Workers	79.2		
	Older Youth (19-21)	81.3		
Retention Rate	Adults	95.4		
	Dislocated Workers	100.0		
	Older Youth (19-21)	100.0		
	Younger Youth (14-18)	60.0		
Six Months Earnings change	Adults	\$1,529		
	Older Youth (19-21)	\$8,764		
Earnings Replacement Rate	Dislocated Workers	108.4		
Employment & Credential Rate	Adults	55.0		
	Dislocated Workers	64.9		
Credential Rate	Older Youth (19-21)	26.1		
Diploma Attainment Rate	Younger Youth (14-18)	37.0		
Skill Attainment Rate	Younger Youth (14-18)	79.2		

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

<b>Workforce Investment Act</b> <b>PROGRAM YEAR 2003 SUMMARY OF LOCAL PERFORMANCE</b>				
<b>SOUTHWEST</b>				
	Participants Served	Total Available Funding **	Total Expenditures	
Adults	215	\$499,302	\$497,224	
Dislocated Workers	138	\$452,266	\$443,420	
Older Youth 19 - 21	36	\$616,837	\$616,715	
Younger Youth 14 - 18	158			
Totals	547	\$1,568,405	\$1,557,359	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	5	0	183
	21 - 25	14	1	11
	26 - 30	17	6	
	31 - 35	24	16	
	36 - 40	27	25	
	41 - 45	41	17	
	46 - 50	34	30	
	51 - 55	30	27	
	56 - 60	19	11	
	61 +	4	5	
Education	Less than 12 years	21	3	184
	Received Diploma/GED	93	69	9
	More than 12 years	101	66	1
Gender	Male	85	42	103
	Female	130	96	91
W I A Performance Measure Results				
Entered Employment Rate	Adults	87.8		
	Dislocated Workers	94.0		
	Older Youth (19-21)	78.6		
Retention Rate	Adults	88.6		
	Dislocated Workers	94.6		
	Older Youth (19-21)	83.3		
	Younger Youth (14-18)	57.1		
Six Months Earnings change	Adults	\$888		
	Older Youth (19-21)	\$2,074		
Earnings Replacement Rate	Dislocated Workers	81.3		
Employment & Credential Rate	Adults	53.3		
	Dislocated Workers	52.9		
Credential Rate	Older Youth (19-21)	40.0		
Diploma Attainment Rate	Younger Youth (14-18)	62.5		
Skill Attainment Rate	Younger Youth (14-18)	75.4		

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

<b>Workforce Investment Act</b> <b>PROGRAM YEAR 2003 SUMMARY OF LOCAL PERFORMANCE</b>				
<b>TECUMSEH AREA PARTNERSHIP</b>				
	Participants Served	Total Available Funding **	Total Expenditures	
Adults	120	\$256,478	\$216,906	
Dislocated Workers	453	\$534,782	\$410,816	
Older Youth 19 - 21	31	\$345,340	\$228,326	
Younger Youth 14 - 18	28			
Totals	632	\$1,136,600	\$856,048	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	8	2	49
	21 - 25	22	40	10
	26 - 30	27	44	
	31 - 35	20	76	
	36 - 40	16	71	
	41 - 45	13	69	
	46 - 50	7	61	
	51 - 55	5	46	
	56 - 60	2	33	
	61 +	0	11	
Education	Less than 12 years	8	35	29
	Received Diploma/GED	86	317	28
	More than 12 years	26	101	2
Gender	Male	21	234	17
	Female	99	219	42
<b>W I A Performance Measure Results</b>				
Entered Employment Rate	Adults	88.4		
	Dislocated Workers	95.6		
	Older Youth (19-21)	100.0		
Retention Rate	Adults	93.5		
	Dislocated Workers	95.3		
	Older Youth (19-21)	90.9		
	Younger Youth (14-18)	52.9		
Six Months Earnings change	Adults	\$4,362		
	Older Youth (19-21)	\$1,993		
Earnings Replacement Rate	Dislocated Workers	86.6		
Employment & Credential Rate	Adults	55.0		
	Dislocated Workers	61.4		
Credential Rate	Older Youth (19-21)	46.7		
Diploma Attainment Rate	Younger Youth (14-18)	43.8		
Skill Attainment Rate	Younger Youth (14-18)	66.0		

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

<b>Workforce Investment Act</b> <b>PROGRAM YEAR 2003 SUMMARY OF LOCAL PERFORMANCE</b>				
<b>WESTERN</b>				
	Participants Served	Total Available Funding **	Total Expenditures	
Adults	158	\$522,199	\$405,014	
Dislocated Workers	115	\$247,764	\$212,364	
Older Youth 19 - 21	20	\$719,638	\$400,864	
Younger Youth 14 - 18	154			
Totals	447	\$1,489,601	\$1,018,242	
Demographics		Adults	Dislocated Workers	Youth
Age Distribution	14 - 20	20	1	172
	21 - 25	47	4	2
	26 - 30	31	4	
	31 - 35	23	12	
	36 - 40	19	14	
	41 - 45	4	14	
	46 - 50	8	17	
	51 - 55	3	22	
	56 - 60	2	21	
	61 +	1	6	
Education	Less than 12 years	15	14	164
	Received Diploma/GED	68	75	10
	More than 12 years	75	26	0
Gender	Male	32	23	85
	Female	126	92	89
<b>W I A Performance Measure Results</b>				
Entered Employment Rate	Adults	94.6		
	Dislocated Workers	88.2		
	Older Youth (19-21)	100.0		
Retention Rate	Adults	92.3		
	Dislocated Workers	97.6		
	Older Youth (19-21)	83.3		
	Younger Youth (14-18)	56.7		
Six Months Earnings change	Adults	\$6,442		
	Older Youth (19-21)	\$3,800		
Earnings Replacement Rate	Dislocated Workers	99.8		
Employment & Credential Rate	Adults	69.2		
	Dislocated Workers	66.7		
Credential Rate	Older Youth (19-21)	50.0		
Diploma Attainment Rate	Younger Youth (14-18)	70.8		
Skill Attainment Rate	Younger Youth (14-18)	88.0		

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants. Includes administrative 10% and carry-in funds available.

<b>Workforce Investment Act</b> <b>PROGRAM YEAR 2003 SUMMARY OF LOCAL PERFORMANCE</b>		
<b>National Emergency Grant</b>		
Demographics		Participants Served
Age Distribution	14 - 20	0
	21 - 25	3
	26 - 30	31
	31 - 35	78
	36 - 40	104
	41 - 45	105
	46 - 50	60
	51 - 55	28
	56 - 60	15
	61 +	0
Education	Less than 12 years	2
	Received Diploma/GED	96
	More than 12 years	326
Gender	Male	328
	Female	96

## Glossary of Terms

**Active Grants** – Grants with businesses that are still working toward their outcomes during the current program year, Program Year 2003.

**Adult Employment and Credential Rate (WIA Performance Measurement)** -- Of adults who received training services: Number of adults who were employed in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of adults who exited services during the quarter. To calculate this rate, the time period used was October 2002 through September 2003.

**Adult Entered Employment Rate (WIA Performance Measurement)** -- Of those who are not employed at registration: Number of adults who have entered employment by the end of the first quarter after exit divided by the number of adults who exit during the quarter. To calculate this rate, the time period used was October 2002 through September 2003.

**Adult Retention Rate At Six Months (WIA Performance Measurement)** -- Of those who are employed in the first quarter after exit: Number of adults who are employed in the third quarter after exit divided by the number of adults who exit during the quarter. To calculate this rate, the time period used was April 2002 through March 2003.

**Adult Average Earnings Change in Six Months (WIA Performance Measurement)** -- Of those who are employed in the first quarter after exit: Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration) divided by the number of adults who exit during the quarter. To calculate this rate, the time period used was April 2002 through March 2003.

**Advance Indiana** – The term for four incumbent worker-training programs that are under Skills 2016 initiative that includes Gain Education and Training (GET), Regional Skill Alliance (RSA), Skilled Trades Apprenticeship (STA), and Workforce Investment Now (NOW).

**Building Trades Program** – A training program which provides an exceptionally comprehensive craft-related instruction program and general education courses in construction trades. The program blends traditional apprenticeships with a college-level curriculum. Workers who successfully complete the program can achieve journey worker status in their particular trade as well as an Associate degree.

**Closed-out Grants** – Grants that were closed out during the previous program years, PY02 or before, are referred to as closed-out grants.

**Dislocated Worker Earnings Replacement Rate in Six Months (WIA Performance Measure)** - Of those who are employed in the first quarter after exit: Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) divided by the pre-dislocation earnings (earnings in quarter 2 + quarter 3 prior to dislocation). To calculate this rate, the time period used was April 2002 through March 2003.

**Dislocated Worker Employment & Credential Rate (WIA Performance Measure)** -- Of dislocated workers who received training services: Number of dislocated workers who were employed in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of dislocated workers who exited services during the quarter. To calculate this rate, the time period used was October 2002 through September 2003.

**Dislocated Worker Entered Employment Rate (WIA Performance Measure)** -- Number of dislocated workers who have entered employment by the end of the first quarter after exit divided by the number of dislocated workers who exit during the quarter. To calculate this rate, the time period used was October 2002 through September 2003.

**Dislocated Worker Retention Rate at Six Months (WIA Performance Measure)** -- Of those who are employed in the first quarter after exit: Number of dislocated workers who are employed in the third quarter after exit divided

by the number of dislocated workers who exit during the quarter. To calculate this rate, the time period used was April 2002 through March 2003.

**Earnings Replacement Rate (ERR)** – A measurement that is used to determine wage change. For Advance Indiana grants, the ERR is determined by dividing average quarterly wages earned in the fourth quarter after training is completed by the average quarterly wages earned in the entrance quarter.

**Indiana Plan** – A pre-apprenticeship training that provides training in basic construction skills and classroom training that includes applied construction mathematics, spatial relations, and mechanical reasoning.

**North American Free Trade Agreement (NAFTA)** – A federal training program similar to Trade Adjustment Assistance (TAA) that assists workers in companies affected by imports from Mexico or Canada or by shifts in production to those countries.

**Older Youth Credential Rate (19-21) - (WIA Performance Measurement)** -- The number of older youth who are in employment, postsecondary education, or advanced training in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of older youth who exit during the quarter. To calculate this rate, the time period used was October 2002 through September 2003.

**Older Youth Entered Employment Rate (19-21) (WIA Performance Measurement)** -- Of those who are not employed at registration and who are not enrolled in postsecondary education or advanced training in the first quarter after exit: Number of older youth who have entered employment by the end of the first quarter after exit divided by the number of older youth who exit during the quarter. To calculate this rate, the time period used was October 2002 through September 2003.

**Older Youth Average Earnings Change in Six Months (19-21) (WIA Performance Measurement)** -- Of those who are employed in the first quarter after exit and who are not enrolled in postsecondary education or advanced training the third quarter after exit: Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration) divided by the number of older youth who exit during the quarter. To calculate this rate, the time period used was April 2002 through March 2003.

**Older Youth Retention Rate at Six Months (19-21) (WIA Performance Measurement)** -- Of those who are employed in the first quarter after exit and who are not enrolled in postsecondary education or advanced training in the third quarter after exit: Number of older youth who are employed in third quarter after exit divided by the number of older youth who exit during the quarter. To calculate this rate, the time period used was April 2002 through March 2003.

**Program Year** – The time period starting July 1 and ending June 30.

**PY00** – The time period starting July 1, 2000 and ending June 30, 2001.

**PY01** – The time period starting July 1, 2001 and ending June 30, 2002.

**PY02** – The time period starting July 1, 2002 and ending June 30, 2003.

**PY03** - The time period starting July 1, 2003 and ending June 30, 2004.

**Retention Rates** – For Advance Indiana projects, a measurement to determine if the trainee is employed after training is over. Calculations are determined by analyzing four quarters after training. Workforce Investment Act (WIA) retention rates are listed separately.

**Reporting Period** – All Department of Workforce Development training activities that occur between July 1, 2003 and June 30, 2004 (PY03).

**Skills 2016** – Governor's initiative to bring the State's incumbent worker training programs under one streamlined application process. For information on the program, its guidelines, and how to apply, please visit the Skills 2016 web site at [www.in.gov/skills2016](http://www.in.gov/skills2016).

**Trade Adjustment Assistance (TAA)** – A federal training program established by the Trade Act of 1974 to assist workers who have jobs that are impacted by increased imports from, or shift in production to, foreign countries.

**Unemployment Insurance Wage Database** – The repository for all wage data from the Unemployment Insurance's quarterly tax reports submitted by employers.

**WIA Performance Measure Results – See specific listing for explanation of measure**

Adult Employment & Credential Rate  
Adult Entered Employment Rate  
Adult Retention Rate  
Adult Six Months Earnings Change

Dislocated Worker Earnings Replacement Rate  
Dislocated Worker Employment & Credential Rate  
Dislocated Worker Entered Employment Rate  
Dislocated Worker Retention Rate

Older Youth (19-21) Six Months Earnings Change  
Older Youth (19-21) Entered Employment Rate  
Older Youth (19-21) Retention Rate

Younger Youth Diploma Attainment Rate for (14-18)  
Younger Youth (14-18) Retention Rate  
Younger Youth (14-18) Skill Attainment Rate

**Workforce Investment Act** – Federal legislation designating regional workforce service areas based on population, workforce commuting patterns, economic development, and other demographic considerations to provide core, intensive, and training services based on local needs. The goal of the Workforce Investment System is to increase the employment, retention, and earnings of participants, and increase occupational skill attainment by participants, and, as a result improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the Nation.

**Younger Youth Diploma Attainment Rate (14-18) (WIA Performance Measurement)** -- Of the younger youth who register without a diploma or equivalent: The number of younger youth who attained a secondary school diploma or equivalent by the end of the first quarter after exit divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit). To calculate this rate, the time period used was April 2003 through March 2004.

**Younger Youth (14-18) Retention Rate (WIA Performance Measurement)** -- The number of younger youth found in one of the following categories in the third quarter following exit:

- postsecondary education
- advanced training
- employment
- military service
- qualified apprenticeships

divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit). To calculate this rate, the time period used was April 2002 through March 2003.



**Younger Youth (14-18) Skill Attainment Rate (WIA Performance Measurement)** -- Of all in-school youth and any out-of-school youth assessed to be in need of basic skills, work readiness skills, and/or occupational skills: Total number of basic skills goals attained by younger youth plus number of work readiness skills goals attained by younger youth plus number of occupational skills goals attained by younger youth divided by the total number of basic skills goals plus the number of work readiness skills plus the number of occupational skills goals set. To calculate this rate, the time period used was April 2003 through March 2004.

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